

# Seeds to Trees

## Promoting Growth and Persistence for All

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# Persistence

Unwavering pursuit of goals and growth

Consistent drive to be our best selves

Commitment to cultivating persistence in others



# To promote persistence, we need to...

- **Understand** the foundations of human persistence
- **Learn** about 5 Habits that cultivate persistence
- **Apply** the 5 Habits to chapter life & initiatives
- **Appreciate** what NCCS *already believes*



# Why do we persist?



# The ABCs of PERSISTENCE

Ability

Belonging

Control



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# The ABCs of PERSISTENCE

ABILITY	BELONGING	CONTROL
<p>The drive behind learning</p> <p>Ability = positive emotions, proactive engagement</p> <p>Helplessness = negative emotions, avoidance</p>	<p>Need for bonds and connections</p> <p>Belonging = optimism, commitment, cooperation</p> <p>Exclusion/Disconnection = poor mental health, minimal effort</p>	<p>The drive for freedom and choice</p> <p>Control = increased engagement, quality and ownership</p> <p>Powerlessness = nervous random activity, anger and resentment</p>





# Reflect & Consider



*Think about how Ability, Belonging and Control affect your behaviors and commitments.*

*Think about how Ability, Belonging and Control affect the behaviors and commitments of Chapter members or clients.*



# What does the research say?

Ability, Belonging and Control across life

- **Health and Wellness**

- ✓ More successful smoking cessation and substance abuse recovery
- ✓ Increased commitment to physical activity and exercise, weight loss
- ✓ Commitment to diets and prescribed medications
- ✓ Decreases in depression and anxiety



# What does the research say?

Ability, Belonging and Control across life

- **Education**

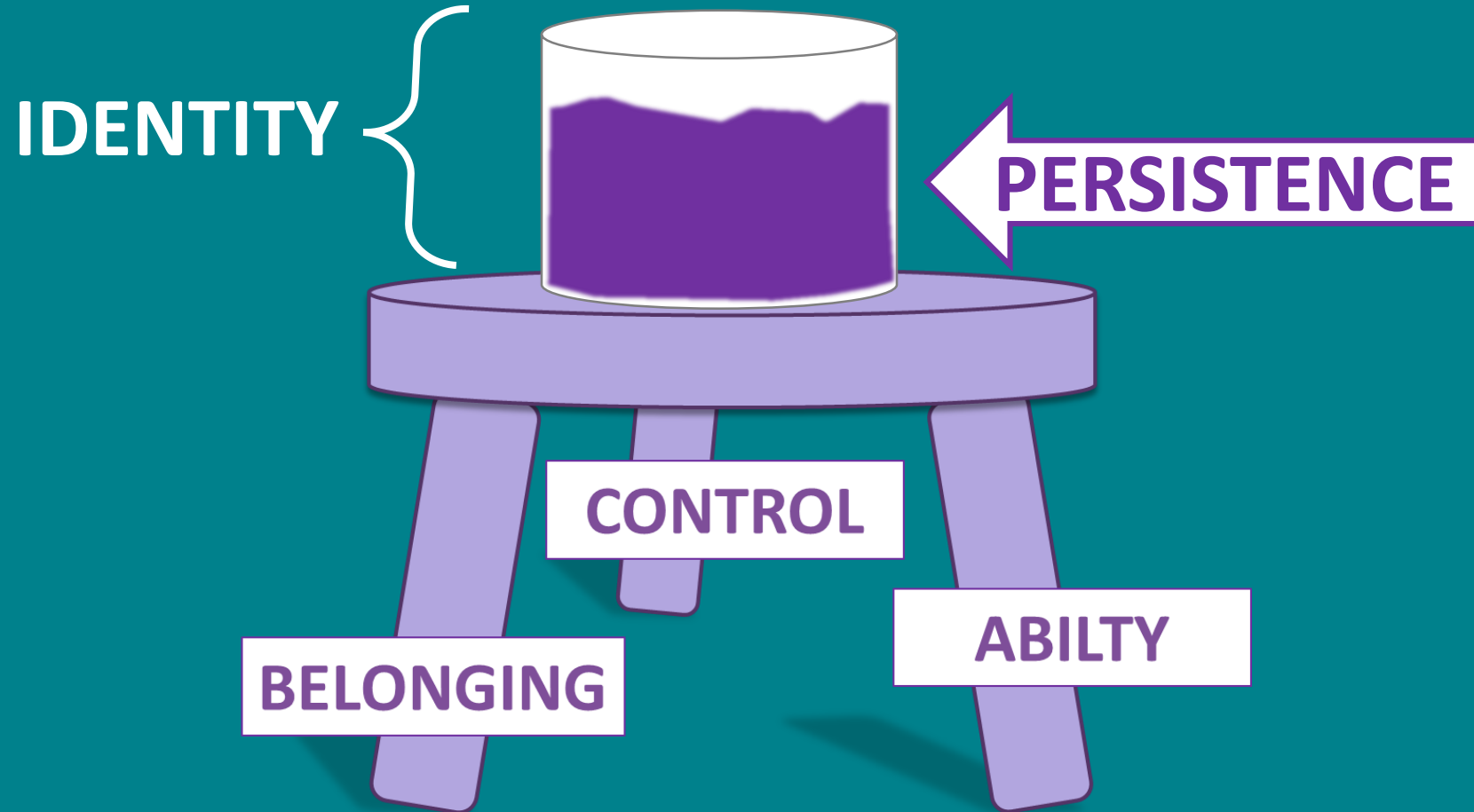
- ✓ Decreases in disruptive behaviors
- ✓ Increased work and homework completion
- ✓ Increased achievement, especially in mathematics

- **Other fields**

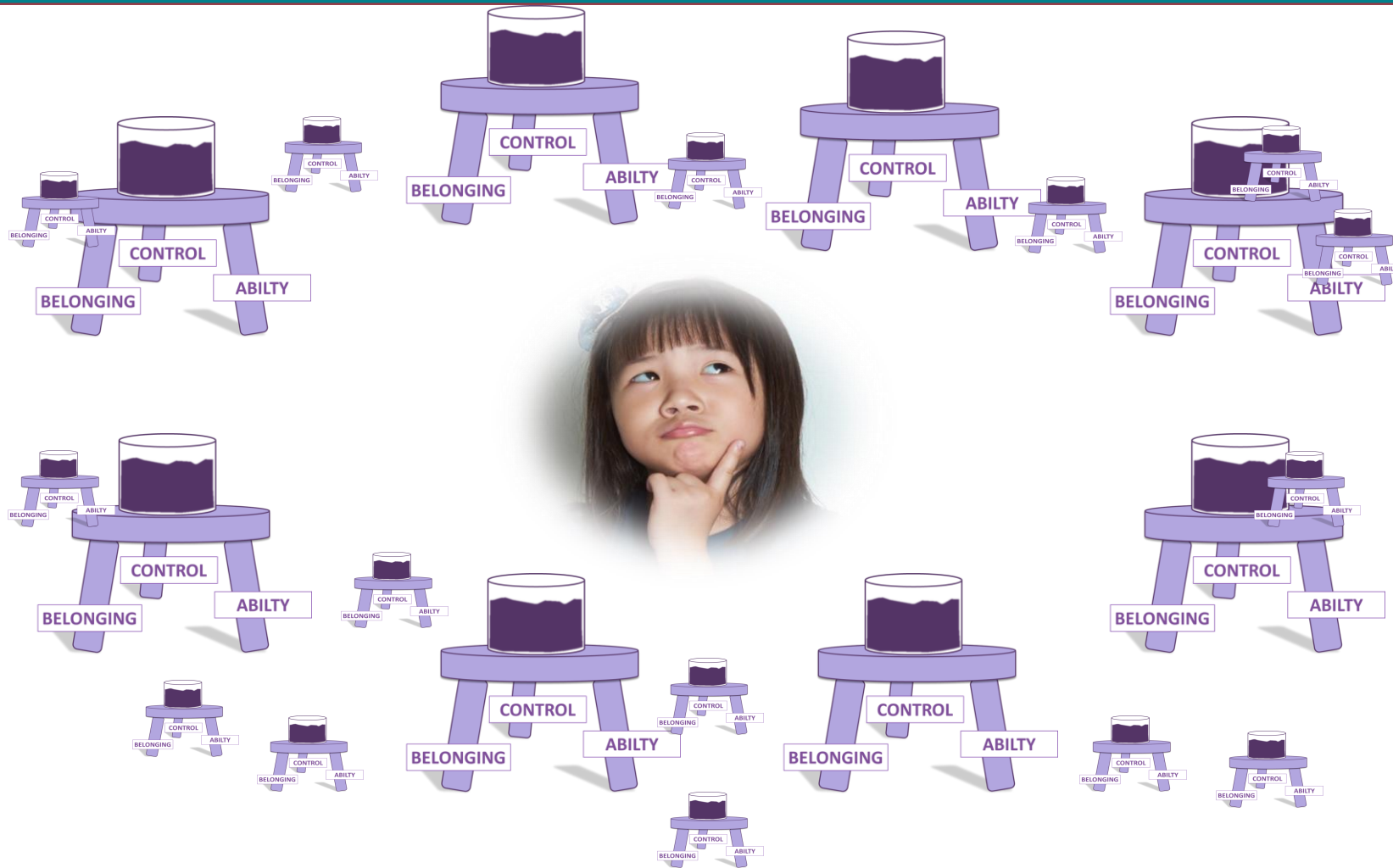
- ✓ Increased commitment to faith and religious practices
- ✓ Greater commitment to counseling and mental health



# ABCs, Identity & Persistence



# Global, General & Specific Identities



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# A threat to identity is a threat to *Self*

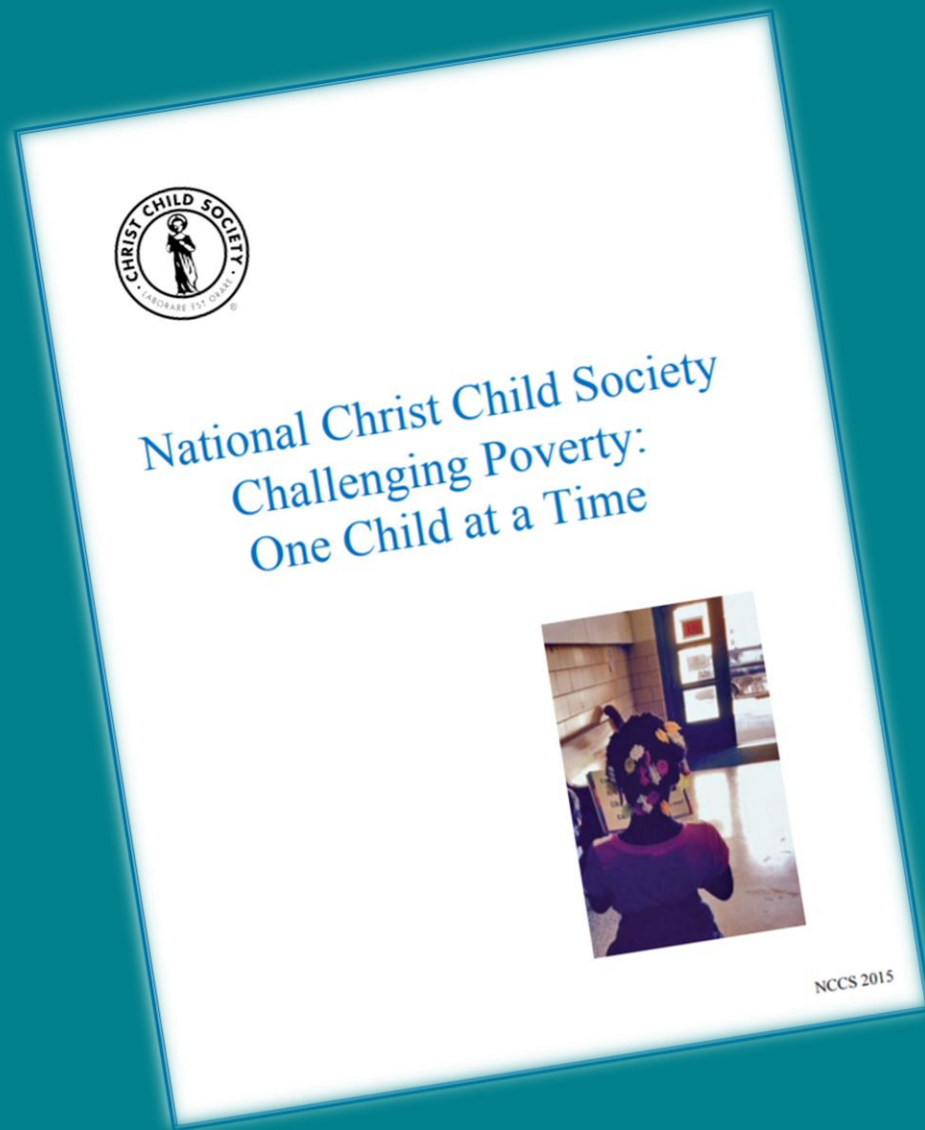


FIGHT

FLIGHT

FREEZE





*It is important to develop a strong sense of Ability, Belonging and Control among leaders and chapter members and, most importantly, clients.*





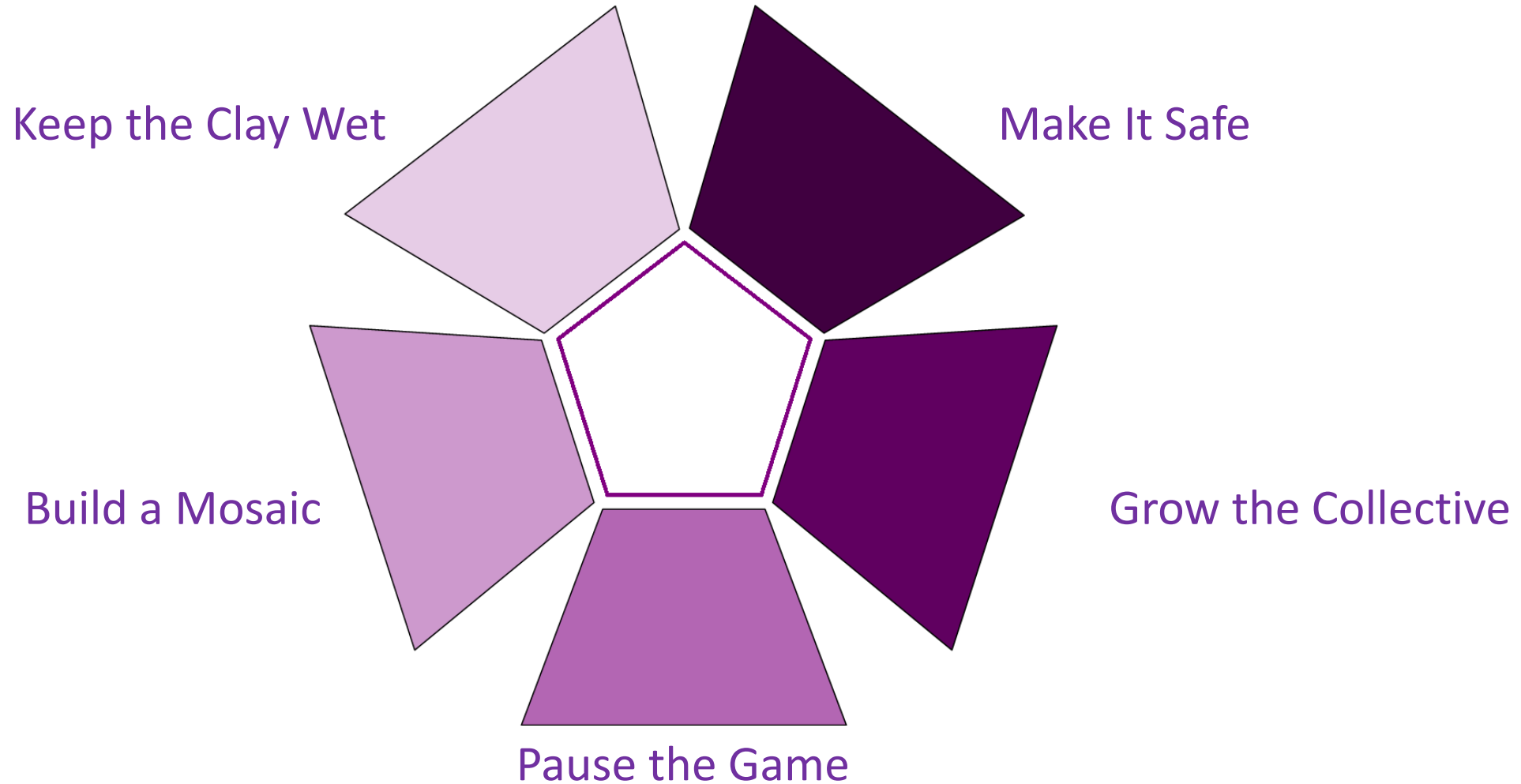
*Every seed has the capacity to be a tree, and every person is born to persist.*

*Conditions determine the outcome.*





# 5 Habits that Cultivate Persistence





# MAKE IT SAFE



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# MAKE it SAFE: Practices

- Minimize threats and acknowledge challenges
  - Avoid conditional statements – take the if/should have challenge
  - Nothing is easy until it's easy. This is true for everyone
- Model, share, reveal & remind about pathways to success
  - If they can see *it*, they can be *it*
- Offer unconditional love and membership
  - Conditional relationships increase worry and the fear of failure



# MAKE it SAFE & NCCS

*References from Challenging Poverty: One Child at a Time*

- Avoid making negative assumptions about clients based on stereotypes, prejudices and broad brush strokes. (p. 5)
- Demonstrate what behaviors can lead to successful outcomes (p. 7)
- Start small, but also be ambitious (p. 9)
- Activities for children...organized by members who do not wish to participate directly in group sessions (p. 13)
- Orientations should include expectations of volunteers (p. 15)
- Track outcomes through a user-friendly feedback method (p. 27)



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# GROW THE COLLECTIVE



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# GROW the COLLECTIVE: Practices

- Find connections and create shared experiences whenever you can
  - There **are** six degrees (or less) of separation
  - Make *Remember when* and *Together we* stories
- Instead of an umbrella, create a tent
  - Members experience belonging without sacrificing personal identities
  - Members see themselves represented in chapter activities and spaces
  - Actively seek out and value diverse perspectives
  - Treat clients and program partners as valued equals

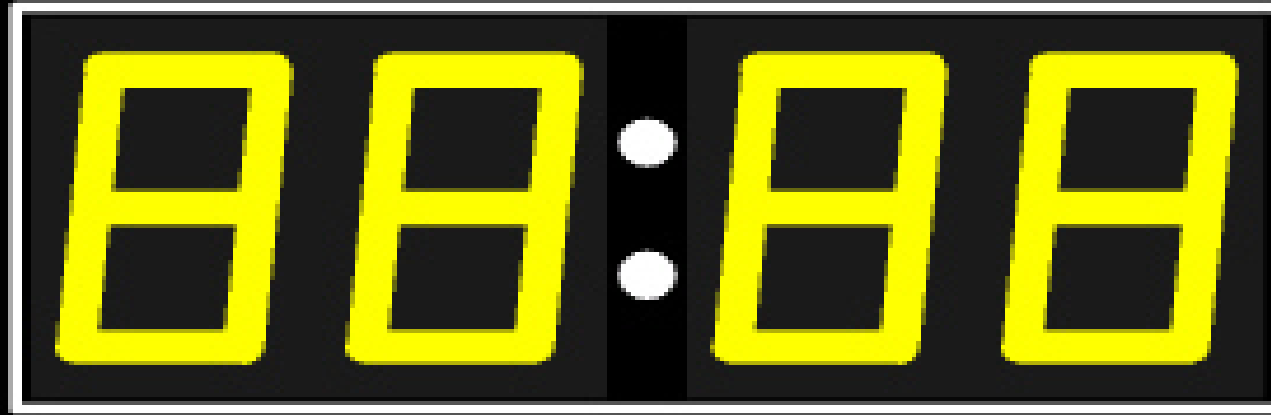




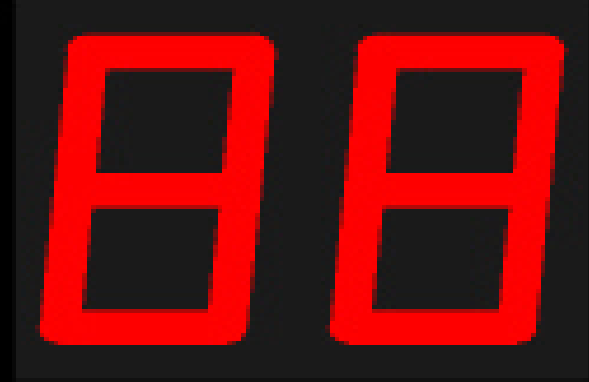
# GROW the COLLECTIVE & NCCS

*References from Challenging Poverty: One Child at a Time*

- Collaborate with social workers and educators (p. 4)
- Seek to develop relationships with your partners and clients of mutual respect and understanding (p. 7)
- Be sure...materials represent your clients' [and members'] culture (p. 7)
- Even basic greetings are a welcoming gesture (p. 8)
- Chapter membership is a great resource...ask for their suggestions (p. 10)



*Matthew Deevers*



# PAUSE THE GAME



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# PAUSE the GAME: Practices

- Minimize public comparisons
  - Pointing out high-achievers doesn't create more...
- Avoid personal score-keeping
  - Most of us are aware of our failures and limitations
- Trust in abundance
  - There is enough success for every person and program



# PAUSE the GAME & NCCS

*References from Challenging Poverty: One Child at a Time*

- When developing a program, focus your goals: offer resources, not disapproval (p. 7)
- Creating a new program merely to acquire new funding makes little sense in the great scheme of things (p. 14)
- Evaluation is a key element in the process of developing and maintaining a program...the only way to know if you have met your goals (p. 24)



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# BUILD A MOSAIC



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# BUILD a MOSAIC: Practices

- Encourage possible selves & goal setting
  - Visualization of *better*, coupled with strategies (chapter or program)
  - Visualization of something new, coupled with strategies
- Honor and respect values and commitments beyond the chapter
  - Appreciate that everyone is more than a moment, program or chapter
- Focus on one aspect of quality at a time





# BUILD a MOSIAC & NCCS *References from Challenging Poverty: One Child at a Time*

- Change as needed to stay relevant (p. 4)
- Limit the focus of your program to a specific issue based on the needs of your community and resources of your Chapter base (p. 13)

*BUT*

- Look to the future (p. 13)





# KEEP THE CLAY WET



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# KEEP the CLAY WET: Practices

- Focus on STATES, not TRAITS
  - No *good* or *bad* members, chapters or programs
  - Define feedback and evaluation as opportunities for growth
  - People, chapters and programs are always *in the act of becoming*
- Cultivate a culture of NEXT
  - *What comes next...?*

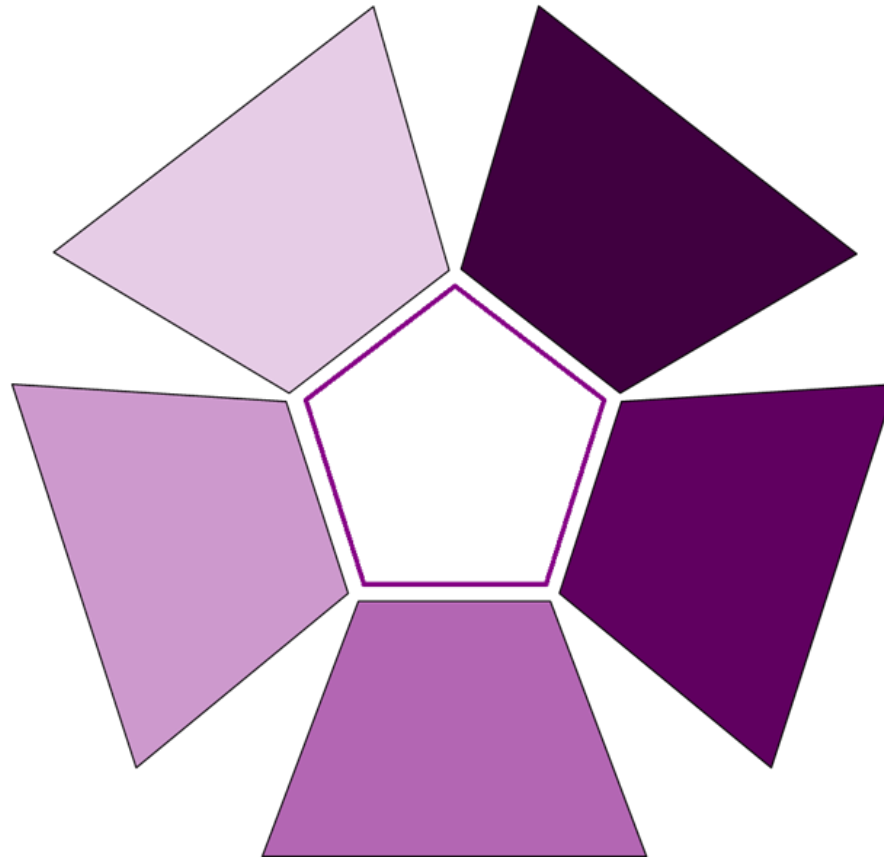


- Keep learning and improving through discussion and education (p. 4)
- Find out what is and what is not working in the Chapter's programs. Ongoing reviews are necessary in order to improve, renew or discontinue programs (p. 16)
- Improve the volunteers' experience by identifying weaknesses and well as strengths in the program activities (p. 17)
- The important thing is to *continually* ask yourselves, "Is this working?" and "How can we make this better?" (p. 24)



# The Persistence Paradigm

- **MAKE IT SAFE**
- **GROW THE COLLECTIVE**
- **PAUSE THE GAME**
- **BUILD A MOSAIC**
- **KEEP THE CLAY WET**



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