

# The Coaching Culture

## Podcast Notes



### Episode 206 The Alternative to Punishment and Permissiveness | Dr. Jane Nelsen Author of Positive Discipline Part 1

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### Highlights

- Positive Discipline- The Alternative to Punishment and Permissiveness
- 5 Criteria of Positive Discipline
- How to Run Effective Team Meetings
- How to Connect Before We Correct

**Positive discipline helps children with belonging and significance as well as to learn character and life skills that they need in life.**

1. Dealing with the belief and not just the behavior.
2. Need for belonging and significance.

Behaviorism – punishment and reward (you catch kids being good and you reward them; you catch them being bad and you punish them). The problem is that it works, but it's a short-term result. It doesn't consider the long-term result.

### Difference between punishment and positive discipline.

1. Punishment – short-term results and long-term negative outcome.
  - Behaviorism: What's the problem? / What's the punishment?
2. Positive Discipline – What's the problem? / What's the solution? The solutions are always based on the feeling of belonging and significance. The more you get the kids involved in the solution the more effective it is.

***“Where did we ever get the crazy idea that in order to make children do better, first we have to make them feel worst?” -Dr. Jane Nelsen***



## Belonging and Significance

We are constantly searching for significance and belonging. Blaming and shaming goes against significance and belonging. People make the mistake thinking that permissiveness gives kids belonging and significance.

1. Belonging comes from love/joy and connection. We can give that to children.
2. Significance comes from feeling capable, contributing, and feeling responsible.

## Family/Class Meetings

1. Start by giving each other compliment.
2. Put problems on the agenda and focus on solutions that meet the three criteria (respectful, related, reasonable, and helpful – 3R&H).
3. Brainstorm with kids what all the solutions could be and eliminate those that don't meet the 3R&H. Then choose the one that best work for the group.

## Five Criteria of Positive Discipline (extracted from the website Positive Discipline - <https://www.positivediscipline.com>)

1. Helps children feel a sense of connection. (Belonging and significance)
2. Is mutually respectful and encouraging. (Kind and firm at the same time.)
3. Is effective long-term. (Considers what the child is thinking, feeling, learning, and deciding about himself and his world – and what to do in the future to survive or to thrive.)
4. Teaches important social and life skills. (Respect, concern for others, problem solving, and cooperation as well as the skills to contribute to the home, school, or larger community.)
5. Invites children to discover how capable they are. (Encourages the constructive use of personal power and autonomy.)

## Connection Before Correction

1. Validate the child's/athlete's feeling. You are letting them know that you care.
2. After the validation, the kid/athlete is ready to receive correction.
3. Instead of focusing on a punishment to make the kids pay, focus on solutions so they can learn from what they have done.



## Takeaways

1. Be a good finder. It's ok to compliment people. Connect before correction.
2. Be less directing and more guiding.
3. You must reach the heart before you reach the head.

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