

CONNECTING THROUGH CHOICE

March 2024 - Volume 2, Issue 1



Message from our President

We acknowledge the traditional owners of the lands and seas where Glasser Australia (GA) members live, work, play and connect, We pay my respects to elders' past, present and future and we are proud to share these amazing lands and seas with the oldest living culture on earth.

We have had a busy start to the year at GA. Our Face-to-Face Board meeting was held in February where we worked on reviewing our Strategic Plan which will be published shortly. The pillar groups with their various sub committees have been working on key projects. Some of these include:

- Reviewing our Constitution and aligning our practices and policies with the ACNC requirements.
- Reviewing and improving our website so that it is more inclusive and user friendly.
- Implementing some of the recommendations of the Social Worker placement report to further develop the human services sector.
- Reviewing and aligning our Training Policy to Certification with the new WGI policy and updating our Faculty Manual. These documents have been sent to all Faculty for review. Please send any comments or feedback to our Training officer Bec at trainingofficer@glasseraustralia.com.au
- Planning and promoting our conference this year in October. Early bird rate ends 31st May 2024. <https://pay.glasseraustralia.com.au/conference-registration/>

Some of our activities for members have included:

- Our online Faculty Connection meetings held in February. The next one is 3rd June 2024 at 7.00pm
- Our Online GA Professional Counsellor and Human Services Community meetings. The Board has approved CPD points Certificates for those needing them for their professional Associations. The next one will be held May 13th discussing Labelling and RT. Please contact Paula if you would like to be part of this Community group.

The Glasser Australia Board is currently conducting its annual review of training fees. The review considers various factors, including the cost of delivering training programs, maintaining high-quality standards, and potential industry adjustments.

The final fee structure will be determined by July 1st, 2024. We are committed to ensuring that any potential fee increase is fair, reasonable, and reflects the ongoing value we provide to our members. Should there be an increase, we will provide you with a detailed explanation of the reasons behind it. We appreciate your understanding and continued membership with Glasser Australia. If you have any questions regarding the training fee review process, please email Paula Baxter who will forward your questions to the Board.

Hope you all have a needs fulfilling Easter Break connecting with the people and activities that are important to you and bring you joy.

Susan Fleming



GLASSER
AUSTRALIA
IGNITE THE POWER OF CHOICE

Message from our
President

Tribute to Peter
Lacey— Faculty

Faculty News

Conference News

WGI update

Training News—
Reflection of
Training

Some thoughts on
'not liking'—Rob
Stones

Memberships are
now due for GA
and WGI

CONNECTING THROUGH CHOICE

Peter Lacey — Faculty—Tribute by Judy Hatswell



If we are lucky we have someone who is special enters our lives. For a lot of us within Glasser Australia Peter Lacey was one of those people.

Peter was an amazing support to all those involved in Choice Theory, Reality Therapy and Lead Management. He was involved from the very early years in the establishing of The William Glasser Institute- Australia. He served on the Board for many years and was well known for his concise use of words and his subtle wit.

I think Peter's first introduction to the work of Dr Glasser in the early 1980's when he was attending his training as an Itinerant Support Teacher Behaviour Disorders.. An introduction to Choice Theory and Reality Therapy was a part of this course. The information immediately made sense to Peter and he embraced it both professionally and personally.

For many years Peter worked intentionally to introduce the ideas of internal psychology to as many people as possible. He wanted others to appreciate the ideas, that when implemented, lead to more personal freedom, a development of positive relationships and more happiness in life.

Peter organised many Basic Intensive Training course, he would follow up with the Practicums. Peter would invite participants for formal training as well as presenting workshops, seminars and conference organisation. Peter became an Instructor in the William Glasser Institute in 1998. An achievement he was proud to receive, endorsing all the knowledge and practices Peter had been implementing for many years.

Implementing his own initiatives he organised tours and workshop within Australia which included overseas presenters where he formed close friendships with international and Australian colleagues. Peter's courses enabled many schools to embrace Dr Glasser's ideas that assisted staff to implement quality teaching practices. He was well liked and respected by many educators through the Newcastle and surrounding schools. Peter was always able to stay true to ideas that would improve education for students and was courageous in calling out practices that did not improve learning outcomes for students academically, socially and emotionally. Peter always focussed on the wellbeing of all students.



CONNECTING THROUGH CHOICE

Tribute for Peter Lacey Cont'd

Peter's talents were most appreciated on the Board of the Glasser Institute Australia. Peter was articulate and had a gift of seeing through complex situations sharing insights with simple and direct ways forward. The decisions he assisted so many people to make were those that led to progress without embarrassing or humiliating others.

When drafting Board motions or sending correspondence Peter had a gift of being able to write just the right words to clearly explain the meaning and intent of The Board.

His decisions and insights were always strength based allowing growth within the Institute.

Peter had a great memory and he was often the source of knowledge when Glasser colleague were trying to remember past event. He co-wrote the history of Glasser Australia for the International Journal.

Peter was also an avid traveller. With his wife Ann they visited many, many countries having fun experiencing the different cultures of the world.

In 2020 Peter was diagnosed with lung cancer. A disease he thought he had beaten The doctors indicated there was only a 2% chance the cancer would return. Unfortunately Peter was one of the 2% when in late 2023 the cancer spread to the liver.

Perhaps Peter's greatest gift was his care for others and his loyalty to those around him. His was a friendship to be treasured. His love for his family was boundless. He will be truly missed by many.

Peter was witty, intelligent, insightful, concise and just fun to be with.

Peter is survived and loved by his wife Ann, his sons Daniel and Josh, his step children, grandchildren and 2 very recent great grandchildren.



I think Peter's own words he wrote just prior to his death provide the insight of Peter as an amazing person.

Farewell My Friends

It was beautiful as long as it lasted, the journey of my life. I have no regrets what so ever save the pain I'll leave behind. Those dear hearts who love and care....And the strings pulling at the heart and soul... The strong arms that held me up when my own strength let me down. At every turning of my life I cam across good friends, friends who stood by me even when the time raced by me. Farewell, farewell my fiends I smile and bid you goodbye. No, shed no tears for I need them not all I need is your smile. If you feel sad do think of me for that's what I'll like. When you live in the hearts of those you love remember then you never die.

Vale Peter Lacey.

CONNECTING THROUGH CHOICE

Conference News 2024—Registrations for Early Bird prices are now open

The Glasser Australia 2024 conference 'Choosing Well-Being' will be a conference like no other. We have some incredible keynote speakers, and insightful and concurrent workshop presentations set to share transformational information with you.

We will be welcoming mental health professionals, community mental health professionals, educators, CEO's / managers, employers / employees, students, members of the general public, parents / carers and people with lived mental health distress.

Why not join us as we explore new horizons, new insights and collaborate to build a future where mental health is a priority.

Please visit <https://pay.glasseraustralia.com.au/conference-registration/> to register while the Early Bird rate is still available until 31st May 2024. Secure your spot today to learn from and continue learning from Dr William Glasser's legacy of Choice Theory, Reality Therapy and Lead Management (CTRTR&LM) for better mental health.

The Glasser Australia conference is your place if you are looking for:

- Conversations around what needs to happen to improve public mental health.
- Thoughtful workshop sessions from some of our Australian and International speakers
- A platform for new ideas supporting (CTRTR&LM)
- A chance to reconnect with like-minded people and long-term friends.

Conference Keynote Speakers Include:

- **Dr James Kirby:** Ph. D. Assoc. Professor, Clinical Psychologist - **Choose Compassion**
- **Hon. Emma McBride:** Federal Member for Dobell – Official opening - **Wellbeing in our Communities**
- **Prof. Zoltan Sarnyai:** Uni. Lecturer & Chief Scientific Advisor for the Tropical Brain and Mind Foundations – **Climate change & Mental Health**
- **Kari Sutton:** Researcher, author, and international facilitator – **Choosing Well-Being in an Ever-Changing World**
- **Vanessa Stokes:** Elite Sportswoman, 2013 NAIDOC Sportsperson of the Year - **Inspire, Believe, Achieve**
- **Cathy O'Toole:** GA Faculty - **7 Ways to Wellbeing for the Townsville Education Sector**
- **Rob Stones:** GA Snr Faculty - **Well-being in Practice: The Lessons of the Ventura School Applied.**

A full program including workshops will be available via www.glasseraustralia.com.au from 30th April 2024

We look forward to welcoming you to our conference.

Choosing Well-Being
A mental health and well-being conference like no other!

GLASSER AUSTRALIA
IGNITE THE POWER OF CHOICE

2024 NATIONAL CONFERENCE

4 - 6 October 2024
Mantra Twin Towns
Gold Coast
Queensland Australia

www.glasseraustralia.com.au

CONNECTING THROUGH CHOICE

Sharing Choice Theory at a recent Mentally Fit EP conference.

On Saturday 16th February Sue Berry and Christine Duffield presented a workshop on the Connecting/ Disconnecting habits at the 4th Annual MFEP conference in Port Lincoln, South Australia. Planned and hosted by MFEP Community Development Officers Lain Montgomerie and Emma Gale, who have both completed Certification, the conference serves to connect and support the members of community Suicide Prevention Networks (SPN) and well-being groups from across the Eyre Peninsula in SA.

Representatives from various areas of SA Government involved in mental health service provision also attended. Sue and Christine reconnected with some of the staff from Wellbeing SA and were introduced to the new Mental Health Commissioner for SA, Ms Taimi Allen. Taimi expressed interest in participating in further training in CT/RT/LM.

Sue and Christine's workshop engaged the 50 participants in learning about Connecting and Disconnecting habits, using these activities:

- list what they do to stay close to the people they need/want in their life.
- list which behaviours tend to push people away or lead to a breakdown in relationships.
- work with a partner to make decisions about which connecting habit is "the most important" in a relationship. Even though there is no particular order, some spirited discussions took place.
- work with a partner to make decisions about which disconnecting habit is the most destructive in a relationship. It was acknowledged that they are all destructive to a relationship, but Dr Glasser often made special mention of the destructive nature of criticism.
- move around the room while the music plays to find two other people to do a deep dive to discuss some questions relating to the connecting habits. This activity is the work of the wonderful Joan Hoogstad.
- discuss how the answer to Dr Glasser's "golden question", might direct our acting/thinking in any relationship.
- reflect on a disconnecting habit they will stop using in an important relationship.
- reflect on the connecting habit they will start using more often in an important relationship.

There was considerable interest in the Choice Theory content offered. Participants also valued *The Garden* self-evaluation activity, also one of Joan Hoogstad's, that Sue presented. Kathleen Ware offered two small group workshops using the exciting new card set she has created called 'The Me I Want To Be: Creating the best version of yourself'. <https://epcounsellingservices.com.au/product/the-me-i-want-to-be-card-set/> The cards grew out of the Quality Work project Kath presented for Certification in 2019. Kath is an experienced counsellor using reality therapy in her Port Lincoln practice.

Feedback to Christine and Sue was very positive and they are already thinking about which of Dr Glasser's ideas they will present at next year's conference.



CONNECTING THROUGH CHOICE

Faculty News

Quarterly Faculty Connection Meeting – Monday 4th March 2024

It is always need-satisfying to reconnect with those who love Choice Theory! We welcomed 11 people to the meeting. Thank you also to the five people who sent apologies.

Round Table Sharing

It is encouraging to hear the variety of activities members are engaged in and also to have two GA Board members offer their time to come along to get to know the GA community better.

In addition to their active involvement in WGI Accredited Training, faculty members who attended the gathering shared some creative ways they have found to teach Choice Theory:

- A new Australian book “Teaching Students to Self-manage in the Classroom” is in the publishing pipeline.
- *Take Charge of Your Life* was presented to over 544 people from Alesco Learning in the Hunter Valley, with subsequent interest in further training.
- Glasser Australia has offered to present on the success of the GQS process in Australia at the International Conference in Chicago in June
- An initiative integrating Choice Theory learning with the activities of the Community Connector program of the Global Compassion Coalition is underway. www.globalcompassioncoalition.org for those interested.
- Choice Theory is now in its third year as a *University of the 9th Age* course in Ballarat
- Presenting workshops at a local conference for wellbeing groups on Eyre Peninsula, SA

Presentation by John Archibald

‘Adaptive cruise control’ as an Internal control system

John shared a metaphor he has found to be useful in helping people make the shift from external control to internal control thinking. The discussion focused on various aspects of adaptive cruise control and the way these can represent parts of Glasser’s Chart of How and Why We Behave. Discussion was lively as people came up with a range of ideas and questions that could promote discussion in a learning group. It was a creative, fresh approach to the teaching this crucial mindset change. This also stimulated further discussion about other metaphors people find effective in teaching. Thanks, John, for sharing your work.

Glasser Australia Certification Training Policy

As an introduction, Sue Berry facilitated a discussion to encourage people to share their perspectives of current training:

What is something you appreciate about our training to Certification level?

People appreciated the stepwise structure of the training program which builds on success, the layering of concepts/ideas to grow understanding, and the way the training applies to personal life. Also mentioned were the collegial way of working, sharing, and improving our teaching, the willingness to be flexible in presentation method and content and the way CTRT can be interwoven with other (counselling)

CONNECTING THROUGH CHOICE

Faculty News Cont'd

What would you like to see changed?

Much discussion focused on Practicums – the need to increase uptake, alternative ways of presenting such as a coaching model and the importance of keeping the relationship and contact to support and encourage.

Some comments were made about whether the language we use could be more accessible as the current language of people is different from what Glasser has used. Affordability can be a barrier to those outside education.

Faculty consultation on updating of GA policy documents:

In 2023 WGI held an international consultation via a series of Zoom meetings and created a revised WGI Certification Training Policy (available on WGI website). In January 2024, Training Officer Bec Lane, Board Secretary Cath Whalan and Sue Berry spent two days reviewing this Policy for Australian training conditions. A draft Policy and draft revised Faculty Manual was produced, for training to Certification level only. It is envisaged that Faculty Training policy will also undergo a review after WGI have revised their Current Faculty Training guidelines. Feedback on these documents has been received from Senior Faculty and will be received shortly from the GA Board.

Most importantly, it is hoped that Faculty Members will devote some energy to offering feedback when the two documents are circulated to all Faculty later in March. It is important that these documents serve the Supervisors and Instructors, and therefore the participants in our training programs.

Date of Next Meeting: 3rd June 2024 at 7.00pm.

Invites for zoom will be sent closer to this date.

Chair: Garry Garnaut

CONNECTING THROUGH CHOICE

William Glasser International (WGI) Update

Welcome to “Harmony Unleashed: WGI Conference 2024”

A transformative experience where we come together to celebrate a new era of empowerment and growth.

From July 3-6, 2024, join us for a journey of Connection, Innovation, and Celebration that goes beyond the typical conference experience.

JULY

Seize the opportunity to earn Continuing Education Credits, Indulge in daily giveaways, and enter a draw for a 1-hour massage when you stay for the full conference.

June 30th – July 3rd – Training Opportunities – If you are ready for the next level of training, be it Certification, TCOYL or Faculty training, there will be programs available, based on the needs expressed. Stay tuned as we hear from countries about what people are wanting.

July 3rd at 6:00pm the Fun Begins - You will be welcomed and entertained right from the start! This is not a come and go evening but a wonderfully rich welcome with music, tributes and certificates for people in the training programs, light snacks and lots of opportunity to connect!

July 4-6th the Learning Begins - Three wonderful keynote speakers will kick off the learning and then you have choices throughout the day, for workshops of different lengths. Yes, we have a theme for each day but there will be plenty of diversity to enjoy each day.

July 7th – Time for Faculty – This is your opportunity to be with your colleagues and enjoy deeper conversation, focussed learning and inspiration. This day will include the vision for the organization moving forward and all the exciting possibilities we want to see in 2024 and beyond.

Prior to the Conference – The WGI Board will be meeting as will the GIFCT Board of Directors.

After the Conference - The Palmer House hotel has graciously offered the special room rate to start 3 days before the conference and extend 3 days after!

So if you want to take your time, rest and savour more of Chicago and all it has to offer, please consider staying a day or two more. There is a "microsite", meaning a "mini website" being created just for our conference by the Tourism department. It will help you find all the interesting, cool and downright unique things you can do in Chicago. This information will be available early in the New Year!

To register to attend the international conference in Chicago please follow this link:

<https://wglasser.com/wgi2024-conference/>

Jane Newman
International Representative

Memberships 2024

Memberships are now due!
Glasser Australia membership runs from
1 January—31 December 2024.

If you are Faculty and currently training in Australia you will also need to join WGI as a registered Faculty member.

To renew your membership with Glasser Australia please follow this link.

[Membership Levels | Glasser Australia](#)



CONNECTING THROUGH CHOICE

Training News

Greetings GA Community

We're thrilled to share some exciting updates from the GA training world this month! A remarkable 12 individuals are advancing their training by completing their Practicum Supervisor Training. This is a significant step forward for them, and we congratulate each of them on their dedication and commitment.

Following this, we're gearing up for the Practicum Supervisor Endorsement Phase, scheduled to take place before the Coolangatta QLD conference in September/October 2024. It's an exhilarating time for growth and development within our community.

Additionally, we're exploring the possibility of running a Certification during the conference. If you're ready to pursue your certification, please don't hesitate to reach out to the Training Officer with your details.

In other news, we've been diligently updating the GA Training Policy and Manual. These updates are crucial for maintaining the highest standards in our training programs. The current versions are open for review up to Certification, with the faculty training sections slated for addition later this year.

As we continue to evolve, I invite you to contemplate the following thought for this month: In Choice Theory, we understand that all components of behaviour—thoughts, feelings, physiology, —interact to shape our actions. Understanding this interplay is fundamental to our growth and self-awareness.

Let's delve deeper into the connections between our thoughts and emotions. By exploring the underlying motivations behind our feelings, we can gain deeper insights into our behaviours and choices.

We welcome your thoughts and reflections on this topic as we journey together toward greater understanding and fulfilment. Reply, with your response, to trainingofficer@glasseraustralia.com.au.

Bec Lane
Training Officer

CONNECTING THROUGH CHOICE

Reflection of Training by Advanced Training Participant

I have shared the experience and things I learnt with friends and family that I am particularly close to. Anyone that would listen and that keep asking more I shared as much as I could. Same with colleagues back at school anyone who was interesting in hearing what we did and anything that I've implemented myself that they were interested in I've happily shared.

Personally it has had a massive impact. It has made me stop and take a really hard look at myself. The person I have been and the person I've wanted to become. One thing I was struggling with a lot particularly while we were away was the relationship, or lack there of with my partners family. I acknowledged the roles I had to play that resulted in this breakdown of a relationship but realised that although we can't keep looking back we need to move forward sometimes we need to go back a little to help make the road ahead smoother. This led to a very open and honest conversation with 1 particular family member. I wrote down what I would say, asked her person to speak openly and honestly and focused whole heartedly on connecting habits rather than disconnecting to navigate that conversation. I wish I had done it years ago. Although Rome wasn't built in a day it allowed us to talk through old hurt, say our sorries and now onto a path of trying to build a true connection. I thank you for giving me the knowledge and skills to be able to do that.

Professionally when I've had moments of challenge rather than killing myself by working harder rather than speaking up and asking for help, or waiting to a moment where I just blow my top as I previously did I've been seeking help. Politely and calmly asking people to listen and brainstorm with me ideas to help me continue to move forward and make progress on whatever it is I'm having trouble with. I'd actually like to ask your help with a challenging child in my class. I know there is a way to support him without being told "I'm not fucking doing that" or whatever it may be. Today that was said a lot but other days it's a different thing being said. I think that one would probably need a time where you're free to either zoom or speak over the phone if you have the time of course and no urgency I've still got a lot from what you taught us to try yet that I haven't got to yet.

In class with students so far when I got back to school in the last week of term I just simply told the students that I had gone and learnt something called Choice Theory©. Essentially I've learnt I want to try my best to be a better teacher and I want to support you to be the best student that you'd like to be. I gave them a very very simple overview as basic and kid friendly as I able the model of the chart and said that we will learn more and more about it next term (now this term) to help us to achieve that goal of best teacher that I'd like to be and best student they'd like to be. I've told them about our 5 basic needs. We've done an activity on love and belonging similar to what we did of them in the middle, and then people they have in the different levels of their love and belonging circle e.g. family, friends, other special people. We did a fun activity looking at the ways they like to have fun and seeing which of these would could realistically bring into the classroom more e.g. them driving a tractor being aged between 10 and 12 legally not able to but other things we could include more of and am slowly trying to start finding ways to bring these into our learning. I've asked what would their quality classroom look like, sound like, activities they'd do etc. But did the quality classroom one first and it was very unclear and a lot of teacher would like to hear this type responses so will do that again later when they've got more of an understanding. I've set up the my job/your job with them and checked that they genuinely believe those things are in both their job and my job and they find that important not just what they think I'd want to head, made a few adjustments now use that to help support them with the choices they make.

We've also looked at their reports in detail and set very clear specific goals on what they would like their end of year report to say. Have looked at the connecting and disconnecting habits ensured they understood all terms and have them up on the wall in the classroom and regularly refer back to them. They even refer me back to them if I start using any of the red ones. I've taken out the dojo rewards and discussed why I'm not going to have rewards where they aim to please me to achieve them anymore. They have understood this and are happy with this. Our dojo rewards were often quite fun whole class activities that they worked towards so instead we've looked at the calendar seen what is on for this term e.g. the local show and just simply set on the calendar a few fun things that on a set date we will just do as a class together e.g. a cooking lesson with our items cooked being entered into the show. I've also set time in the weekly timetable to each week do something more with Choice Theory and keen to keep working on the things we already have in place and keep introducing more.

CONNECTING THROUGH CHOICE

SOME THOUGHTS ON ‘NOT LIKING’.—Rob Stones

I was talking to a colleague recently about teaching the ‘connecting’ and ‘disconnecting’ behaviours. I was explaining my preference for asking the participants in my training group to brainstorm lists for themselves before showing them Dr Glasser’s version. Creating their own lists helps them to see the personal relevance in this information.

However, if I am being truthful, what I eventually show participants is my own list. It’s similar to Glasser’s, but with differences. I don’t think Bill expected us to see his lists as definitive. Long ago I added *ignoring* at the head of my ‘disconnecting’ list.

Recently I have been adding *liking* and *disliking* to my lists. I am not sure what took me so long. One of the things I often heard from students about teachers with whom they were not getting on well was: “They don’t like me.” I never argued with them. Many years ago, I learned about the harm inherent in ‘not liking’ from a wise and insightful mentor.

Malcolm Fidgeon was the Deputy Principal at the London school where I had just been appointed Head of Physical Education. I was 24 and had not yet realised that I was too arrogant and had too much to learn for the job. (But that’s another story!).

In an exchange which is burned into my memory, this wise but unassuming man stopped me when he heard me justify overlooking an older colleague for a Head of Year role.

“I just don’t like him”, I said.

Mal caught my eye and gestured towards the door. I was not stupid enough to ignore him. I followed him out into the corridor.

He turned to me, smiled sadly and in his softest voice emphasised each word as he said: **“I will say this once. I want you to remember it. Not liking people is an excuse for treating them badly.”**

That was all he said. He walked back into the meeting room without giving me a chance to respond. In retrospect I am glad about that. It probably saved me from saying something silly.

In the many years that have passed since that moment, I often found myself noticing the truth of Malcolm’s observation. I listen and watch as I hear people around me say:

“I just don’t like him (or her or them”).

CONNECTING THROUGH CHOICE

SOME THOUGHTS ON 'NOT LIKING'. Cont'd

Not liking never seems to need a justification as it runs through the thoughts and slides from the mouths of those who make that judgment. It seems to be assumed that 'liking' or 'not liking' is a right conferred on us by virtue of being human. And, as Mal so pithily observed more than 50 years ago, it is almost always an excuse for treating people badly.

Not liking has much to do with unhappiness in the world: from tribal conflict and the justification of atrocities, to smouldering disputes between groups and even within families. The brain's fallacious association of 'perceiving as different and therefore wrong' with '**not liking**' bedevils many relationships with its unhelpful assumptions. It hurts those who are 'not liking' and those who are 'not liked' almost equally.

'Not liking' is always powerfully disconnecting – and such a useless behaviour. Why do we need it? What stops us choosing to like people indiscriminately? What if every teacher chose to like every child in their classroom? What if every leader chose to like every colleague? If Mal was right, we might all end up treating each other well!

Nowadays, I try to share Malcolm Fidgeon's insight as widely as possible. I hope that you will too. Next time that you make a list of connecting and disconnecting behaviours, try adding '**liking**' and '**not liking**' to your list. The resulting discussion might influence someone as profoundly as Malcolm Fidgeon influenced me.

Rob Stones