

# Staff Report

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## The Win-Win Word

### Look within to build win-win relationships

*Building Win-Win Relationships So Every Student Succeeds*

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As we move further into district-wide implementation of the Win-Win philosophy, staff are beginning to delve into the “why” of disruptive student behavior. Once we truly understand this, then we can convey to students that we are on the “Same-Side.”

Win-Win Discipline (Kagan, 2004) teaches us that disruptive behaviors spring from positions, or student needs. For example, the student who refuses to do an assignment may be coming from the position of seeking control. And the student

who is clowning around may be seeking the need for attention. Seeking control and attention are both legitimate needs, but students lack the wisdom and maturity to demonstrate more responsible or appropriate ways to meet their needs without disrupting the classroom.

One of the first steps educators must take in dealing with disruptive behavior is understanding the “7 Positions.” An exercise called “Can You Admit?” (p. 7.12 in Win-Win Discipline) guides you through a series of self-reflection questions in which you are

asked to remember a time when you have sought attention, avoided failure, been angry, etc. Many have found this eye-opening exercise beneficial in viewing disruptive student behavior more objectively because now it’s easier to relate to the underlying position, rather than just the disruptive behavior.

After this exercise, teachers find it easier to communicate to students that they are on the “Same-Side” and they can accept their position while rejecting their disruptive behavior.

This creates a win-win relationship and benefits everyone because:

- the teacher communicates and models respect and understanding,
- The teacher creates a “we” feeling so students are less likely to be confrontational,
- It fills the student’s need for recognition and attention,
- It opens student/teacher communication, and
- It gives the teacher the opportunity to team up with the student to co-create discipline solutions.

Visit the Win-Win Forum at <http://forum.elmiracityschools.com/>

#### Kagan’s\* 7 Positions

1. Attention-Seeking
2. Avoiding Failure
3. Angry
4. Control-Seeking
5. Energetic
6. Bored
7. Uninformed

\*Adapted from Win-Win Discipline,