Demystifying Psychology

Discussion Group
19 July 2020

- Change and Covid19

- Eye Witness Quiz

- How to spot a Lie

- Theories of Crime

Change and Covid19

When written in Chinese, the word "crisis" is composed of two characters—
one represents danger and the other represents opportunity.

—John F. Kennedy

contemplation
Aware a problem exists
No committment to action

pre-contemplation
No intention of
changing behaviour

preparation
Intent upon
taking action

relapse
Fall back into old
patterns of behaviour

Upward Spiral - Learn from each relapse

action
Active modification
of behaviour

maintainence
Sustained change –
new behaviour replaces old
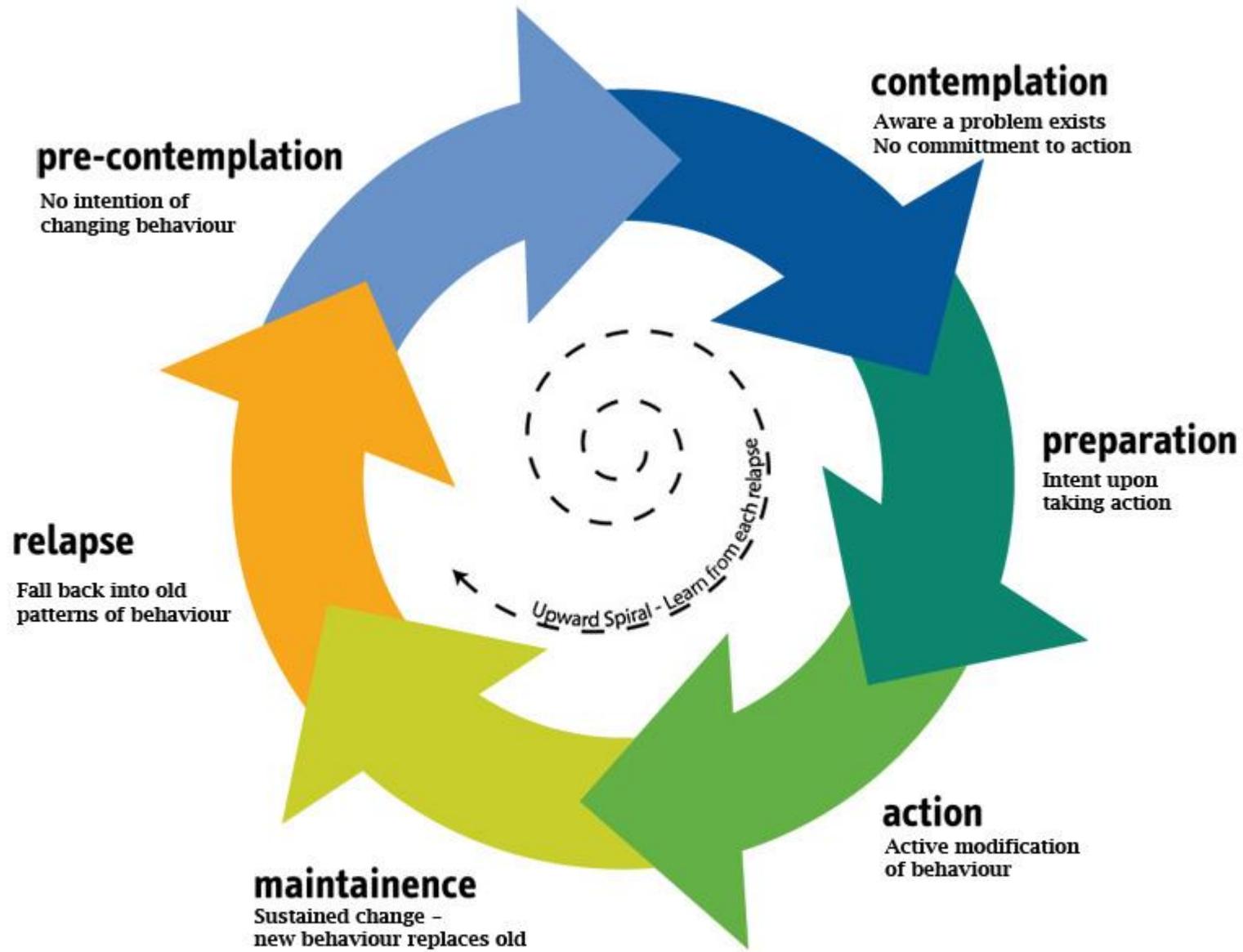
Transtheoretical Model of Change
Prochaska & DiClemente

Practical Reason: You Have to Change Anyway

The first reason why crisis is such an important driver for change, is a very pragmatic one: you have to change anyway. Most people don't want change. It disturbs their jobs, it creates uncertainty and takes them out of their comfortable routines. The downsides are clear and there is no significant reason to change. This means that, as long as things proceed in the normal, conventional way, change is hard.

Crisis changes all of that. Suddenly change is not a choice anymore. One simply has to adapt in order to survive. This means that change will happen almost instantly. Some of those changes may be temporary and be reversed once the peak of the crisis is over. Smart leaders, though, make changes for the long run. They don't just make temporary fixes, but use the crisis as an opportunity to renew the organization in a way that makes it better fit for the future—one has to change anyway, so why not do it properly.

Intellectual Reason: It Shows Change Is Possible

A second reason why this and other crises are such important drivers for change is a more intellectual one. The fact that an organization actually has to change (see the previous point) has an effect on people's minds and specifically on their ability to imagine the possibility of change. During crisis, they suddenly see that something they took for granted and of which they never thought it would be possible to change, can actually change.

This is an important effect with possible long-term impact. Once the crisis is over and the organization returns to a "new normal"—to performance mode again, memory remains. For at least a couple of years, one can refer back to the crisis and remind people that change was possible at that time. And that if it was possible then, it is possible now too. So, a crisis can significantly open up people's perceived ability to change.

Social Reason: It Creates Momentum

The third reason why crisis is a key driver for change has a social character. During crisis, people feel more connected to each other. Old disputes and disagreements move to the background and people become more united in the face of crisis. This doesn't apply to panic-level life-threatening crises such as being on a sinking ship—in those situations people just look after themselves and their loved ones. But in less immediate forms of crisis such as COVID-19, we clearly see it.

While the previous effect is a long-term effect, the social effect is short-lived. The feeling of connectedness and the willingness to solve problems together builds up quickly in the early phases of the crisis, but once the peak seems to be over, it quickly evaporates too. And once it evaporates, momentum is lost. Looking at the current crisis, this seems to be the point we are at today.

Ref: Crisis Management: Leading Constant Change

https://www.transitionmanagement.us/TMC/tmc_resources_files/44603_CH04_Final.pdf

This report aims to:

- ❖ Define crisis and expand on the essential elements of crisis within a leadership context.

- ❖ Enumerate the complexity of systems and the role crisis plays in moving them to change.

- ❖ Explain the role of crisis in the change process and identify the characteristics of crisis in the process of change.

- ❖ Understand and apply the concepts of predictive and adaptive capacity in the role of the leader.

- ❖ Use a systems model for crisis management as a way of systematically confronting and addressing crisis as a normative part of the change process.

Conclusion

Clearly, it is vital that health leaders understand the requirement to be prepared to confront the unexpected. In today's environment, with the complexity of changes that are occurring at a quantum rate, it is no longer optional for leaders to have the capacity to respond to immediate and dramatic change events. This ability to respond to the dynamics of crisis and change is not only an inherent leadership skill, it must now be inculcated within the very fabric of the organization and its operation. From the development of strategy through operational efficiency and effectiveness, leadership behaviour, and work practices, every element of the system must reflect an ability to both predict and adapt to the drama of crisis and change. Developing a systematic and integrated approach that is evident at both the behavioural and operational levels of the system is the critical variable that ensures adaptation and the ability to thrive over the long term.

Eye Witness Quiz

QUIZ – Eye Witness

Task:

▶ View first 14 seconds of video "Monkey Stealing"

https://www.youtube.com/watch?v=tPxcFm_S1qc&feature=youtu.be

Quiz will be played Wednesday 5 August.
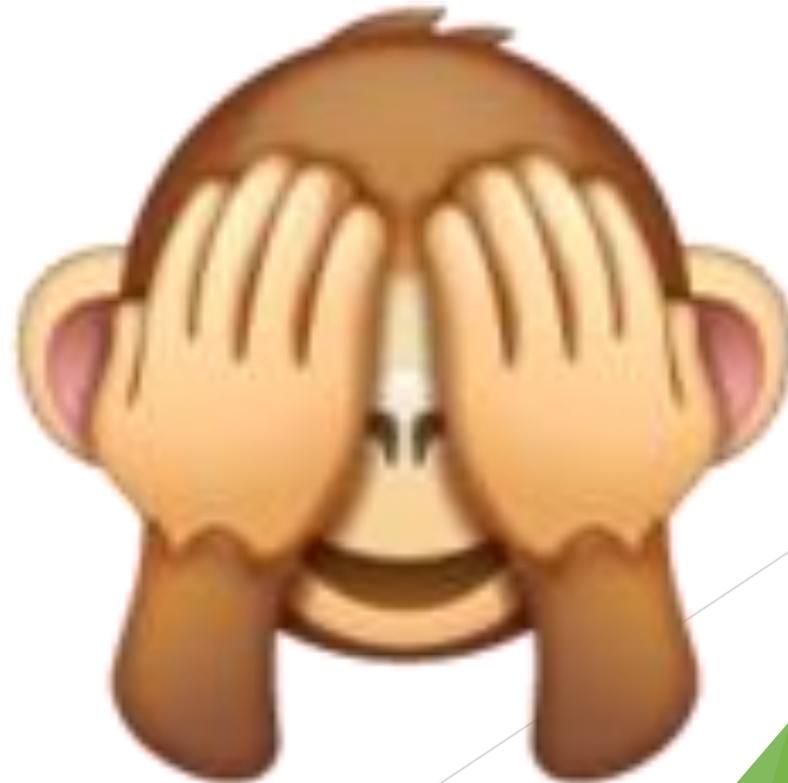
How to spot a Lie

Watch ….

A Former CIA Officer Discuss How to Spot a Lie
https://youtu.be/pni_kDv9BsU

Discussion topics:

▶Commonly observed

▶Least observed

Theories of Crime

Theories

- **Classical,**
- **Biological,**
- **Sociological,**
- **Interactionist**

https://schoolworkhelper.net/theories-of-crime-classical-biological-sociological-interactionist/

Classical Theory

Characteristics or Beliefs of Theory

•Crime is caused by the individuals free will

•Human beings are rational and make decisions freely and with understanding of consequences

•Crime is an immoral form of human behaviour

•Such behaviour weakens society

- Punishment is a necessary evil sometimes intended to deter criminals and serve as an example to those who would violate the law

- Crime prevention is possible through swift and certain punishment that counters possible gains from criminal behaviour

•More prisons and stiffer criminal laws with greater penalties for offenders are the best solutions to crime

Classical Theory

Solutions to Crime

• Punishment is a necessary evil sometimes intended to deter criminals and serve as an example to those who would violate the law

• Crime prevention is possible through swift and certain punishment that counters possible gains from criminal behaviour

• More prisons and stiffer criminal laws with greater penalties for offenders are the best solutions to crime

Biological Theory

Characteristics or Beliefs of Theory

•The basic determinants of human behaviour are to a considerable degree, determined by genetics

•These basic determinants of human behaviour may be passed from one generations to the next

•Human DNA, environmental contaminants, nutrition, hormones, trauma to the brain, exposure to drugs and alcohol during pregnancy and body chemistry can all contribute to criminal behaviour.

Biological Theory

Solutions to Crime

• Historically, individuals with genetic defects have been sterilized (meaning there will be no offspring)

• Research to find genes that encourage criminal behaviour

• Research into medicines (tranquilizers, anti-psychotic drugs and other mood altering drugs to control behaviour)

Sociological Theory

Characteristics or Beliefs of Theory

•Social Environment as the cause of criminal behaviour

•Weak, broken bonds with family, school, religion as catalyst to human behaviour

•People engage in criminal behaviour because they do not see the benefits of adhering to conventional social values and believe that crime is a way to improve their social, financial conditions

Sociological Theory

Solutions to Crime

• Positive alternatives divert people's actions away from criminal activity and create a sense of belonging, competence, and empowerment

• Social programs that change the cultural and social conditions that lead people to crime

• Government programs with funding to alleviate poverty

Interactionist Theory

Characteristics or Beliefs of Theory

•Association with other criminals is the factor most contributing to criminal behaviour among individuals.

•Failure of self-direction and inadequate social roles are the root causes of behaviour

•Individuals are looking for acceptance, social standing and power within that group

Interactionist Theory

Solutions to Crime

•Offenders have the responsibility and ability to change their own behaviours

•Opportunities for positive interaction with society will enable the criminal to choose productive and lawful behaviours to meet needs

FACT: As of September 2019, **Aboriginal** and Torres Strait Islander **prisoners** represented **28%** of the total adult **prisoner** population, while accounting for **3.3%** of the general population.

▶ VIEW

- ▶ Mentoring Indigenous Inmates | Uncle Jack Charles | TEDxSydney 2017

- ▶ https://youtu.be/WYvJ6CVuOUk