



# THE GORDON MODEL FOR PARENTS

## AT - A - GLANCE

This model of effective relationships for parents is taught by certified P.E.T. instructors by Gordon Training International. The Gordon Model is based on the work of three-time Nobel Peace Prize Nominee and award-winning psychologist, Dr. Thomas Gordon, who created P.E.T. in 1962.



### ACTIVE LISTENING

This is a skill of reflecting back the content and feelings of the child in order to test out the parent's understanding of the child's messages. (This concept was created by Dr. Carl Rogers.)



### I-MESSAGES

These are congruent self-disclosing messages to send to a child. In P.E.T., there are four different types of I-Messages. The Confrontive I-Message was created by Dr. Gordon. (Linda Adams, President of GTI, created the subsequent I-Messages.)



### CONFRONTIVE, DECLARATIVE, PREVENTIVE, & POSITIVE I-MESSAGES

**Confrontive:** This is the message a parents sends to the child when the parent owns a problem (the child is doing or saying something unacceptable to the parent). It contains three parts: a non-blameful description of the specific behavior, the effects that the behavior is having on the parent, and the feelings from the parent about those effects on themselves.

*Example: "I don't like when you talk loud during the news because I can't hear it."*

**Declarative:** This message is a declaration to your kids about your beliefs, ideas, likes, dislikes, feelings, thoughts, reactions or any other statement that helps others know you better and understand how you are experiencing your life.

*Example: "I believe the homework that your teacher's given you is really important."*

**Preventive:** A type of self-disclosure that anticipates what you want to do or see happen, based upon your need (not a solution). It clearly describes how you want events to turn out and it greatly increases the chances that others will adjust their actions so as not to block what you need.

*Example: "I need some uninterrupted time tonight so I can get the bills paid."*

**Positive:** These are messages that describe positive feelings toward your child. Positive I-Messages express appreciation, love, enjoyment, and affection. They contribute greatly to warmer, closer, and more enjoyable relationships.

*Example: "I was so proud when I heard you telling those kids you wouldn't lie to cover them!"*



### ABOUT GORDON TRAINING

Gordon Training International (GTI) offers communication and human relations training that is tailored to the different relationships in your life—at home, at work and at school. Our programs are designed and delivered to improve and strengthen your communication and conflict resolution skills through a combination of presentation, discussion, and a great deal of practice and coaching with a certified instructor.



### THE 12 ROADBLOCKS

These are common responses from parents, in their attempts to help a child when the child is experiencing a problem. These "helping responses" can easily become roadblocks and shut down communication. (These were named by Dr. Gordon.)

1. Ordering
2. Warning
3. Moralizing
4. Advising
5. Using Logic
6. Criticizing
7. Praising
8. Labeling
9. Analyzing
10. Reassuring
11. Questioning
12. Avoiding



### SHIFTING GEARS

It's a temporary shift, from confronting to listening, that shows you are interested in your child's needs and feelings as well. Once the child feels heard and accepted, the chances are much greater that they will be able to hear and accept your I-Message. (This concept was created by Dr. Gordon.)



### METHOD III CONFLICT RESOLUTION

This no-lose method of resolving conflicts is one in which both the parent's and child's needs are to be met. In P.E.T., we take this concept (created by John Dewey) and show parents how to use I-Messages and Active Listening to make this process more effective.



### THE BEHAVIOR WINDOW

This is a conceptual window, created by Dr. Gordon, that a parent uses to observe their child's behaviors through. The parent uses it as a guide to determine first, who "owns the problem" and then to determine which Gordon Model skill to use.

Acceptable	Child Owns A Problem	<ul style="list-style-type: none"> <li>• Avoid Roadblocks</li> <li>• Active Listen</li> <li>• Facilitate Other's Problem Solving</li> </ul>
	No Problem Area	<ul style="list-style-type: none"> <li>• Send Declarative, Appreciative and Preventive I-Messages</li> <li>• Shift Gears</li> </ul>
Unacceptable	Parent Owns A Problem	<ul style="list-style-type: none"> <li>• Avoid You-Messages</li> <li>• Send Confrontive I-Messages</li> <li>• Shift Gears</li> </ul>
	Both Own A Problem	<ul style="list-style-type: none"> <li>• Resolve Conflict With Method III</li> <li>• Use Values Collision Options</li> </ul>



### VALUES COLLISIONS

Values are a person's principles or standards of behavior; one's judgment of what is important in life, which determine how we behave and conduct our lives as we interact with our family. In P.E.T., there are many special types of collisions. These are special conflicts that don't have a tangible impact on the parent or child and therefore a Confrontive I-Message wouldn't be used.



Our training programs have been offered in over 50 countries. The skills are universal and can be applied to any situation, and in any relationship.

Want to learn more or find out when a workshop is happening near you? Call us today!

800 - 628 - 1197



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