

41st Annual InterCourt Conference



Sessions 2D and 3D:
8 Keys to Success:
What Every person on
Supervision Needs to
Know

March 13, 2025
1:15 — 2:45 p.m. &
3:15 — 4:45 p.m.

Hilton Columbus at
Easton Town Center
Columbus, OH

FACULTY BIOGRAPHY

RICHMOND "RICK" PARSONS joined Carey Group in 2022 as deputy director after 30+ years of probation and parole experience in two Pennsylvania counties. In addition to his leadership roles at the county level, he served on the Governor's Advisory Board of Probation, the executive board of the County Chief Adult Probation and Parole Officers Association of Pennsylvania, and the Pennsylvania Evidence-Based Practices Implementation Team. He is a founder and past president of the Mid-Atlantic Region Chapter of the Association for the Treatment of Sexual Abusers. He specializes in identifying organizational roadblocks and facilitating needed organizational changes.

Rick's career began in the Adult Probation and Parole Department of Montgomery County near Philadelphia. As an officer, he developed expertise in supervising sexual offenders and treatment courts operations. He co-founded a consulting firm to offer training primarily focusing on the management and treatment of individuals who sexually offend and retired as deputy chief in 2015.

In 2016, Carbon County, PA hired Rick as the chief of Adult Probation and Parole. He facilitated rapid organizational modernization to upgrade departmental supervision practices through continuous training and technological innovation. He started and coordinated the county's Veterans and Drug Treatment Courts. During his tenure, the department nearly doubled in size due to strategic identification of grant funding opportunities. His experience provided notable improvements to the county's criminal justice processes as well as to the prison and supervised populations.

Rick was honored for his efforts throughout his career including the Matty Muir Award from the Victim Services Center of Montgomery County for his work with victims; the Montgomery County Office of the District Attorney Unit Commendation for the accomplishments of the sex offender unit that he supervised, and the Award for Exceptional Services to Benefit Children and Youth for his work with adolescents. Rick holds a bachelor of arts in interdisciplinary studies in criminal justice from American University and a master's of science in administration from West Chester University.

8 Keys to Success: What Every Person on Supervision Needs to Know

Rick Parsons
Deputy Director
The Carey Group



Carey Group
Consulting + Publishing

8 Keys to Success
What every person on supervision needs to know


Presented by:
Rick Parsons, Deputy Director



41st Annual InterCourt Conference
March 13, 2025

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LEADING INNOVATION AND CHANGE Carey Group



01 Staff Training

02 Organizational Consulting

03 Development of Risk Reduction Resources

Evidence-Based Approach

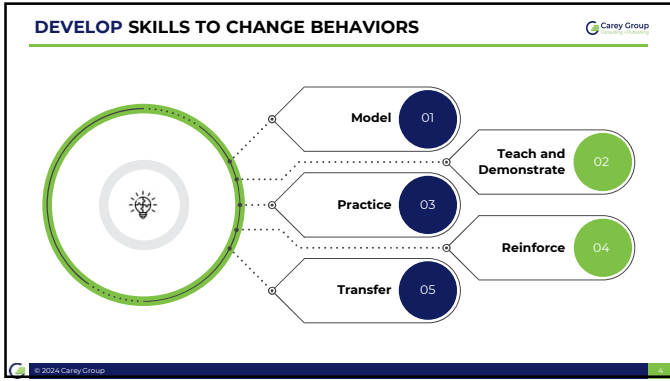
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WHY DEVELOP SKILLS?

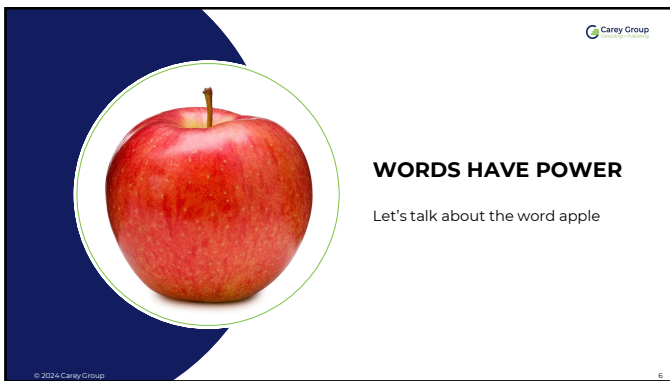
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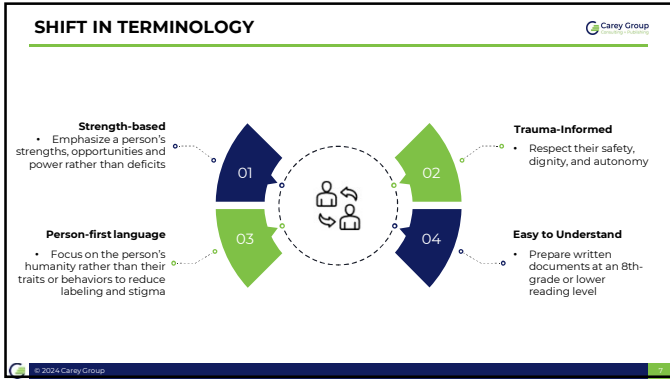
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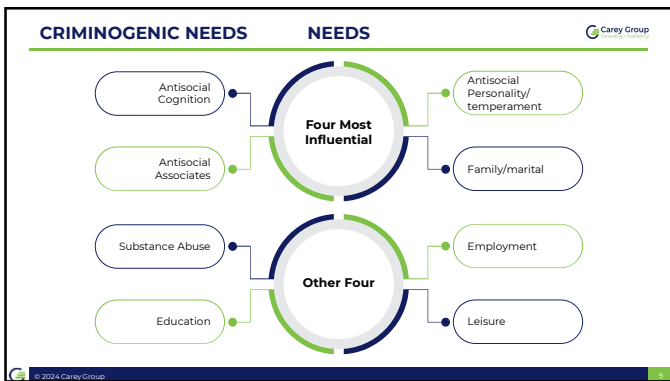
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Antisocial Cognition Carey Group

- Not strength-based
- Stated in the negative
- Cognition is not a common term



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Be Responsible in Thoughts & Attitudes: Skills Carey Group

- What are skills that could assist the person in being successful?
 - Recognizing values and attitudes that show respect for self and others
 - Identifying how thoughts and emotions impact actions
 - Recognizing and managing situations that can cause problems
 - Taking responsibility for harmful actions
- What are potential activities that could help build the skills?

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Be Responsible in Thoughts & Attitudes: Tools Carey Group


- Carey Guides
 - **Thought and Beliefs, currently known as Antisocial Thinking** Thought-Feeling-Action Link; Thinking Patterns; Values and Beliefs; Defeating Harmful Thoughts, Values, and Beliefs
 - **Doing What's Right, currently known as Moral Reasoning** Assess Your Moral Reasoning; Moral Dilemmas
- Brief Intervention Tools (BITS)
 - Overcoming Automatic Responses
 - Thinking Traps
 - Overcoming Thinking Traps

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Antisocial Personality/Temperament Carey Group

- Not strength-based
- Stated in the negative
- Temperament is not common terminology
- Antisocial personality is a diagnosis
- There are numerous possible personal traits



Be a Problem Solver & Manage Stress

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Be a Problem Solver & Manage Stress: Skills Carey Group

- What are skills that could assist the person in being successful?
 - Recognizing and managing emotions
 - Knowing how to problem solve
 - Recognizing and addressing risky or impulsive behavior
- What are potential activities that could help build the skills?

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Be a Problem Solver & Manage Stress: Tools Carey Group

- Carey Guides
 - **Anger** Recognizing Physical Signs of Anger; Making Connections; Emotional Triggers; Changing Beliefs, Changing Consequences
 - **Your Emotions, currently known as Emotional Regulation** How Do I Respond?; Identifying Feelings; Decreasing Emotional Strength; Stop and Think; Feeling Good Without the Thrill
 - **Empathy** Assess Your Empathy; What Are the Effects?; Different Perspectives; Letter to the Victim
 - **Problem Solving** Stop and Think; Brainstorm; Evaluate and Choose; Plan, Act, Assess, and Adjust; Solve On-the-Spot Problems
- Brief Intervention Tools (BITS)
 - Problem Solving

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Antisocial Associates Carey Group

- Not strength-based
- Stated in the negative
- Labels all friends as "negative"



Maintain Healthy & Supportive Friendships

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Maintain Healthy and Supportive Friendships: Skills Carey Group

- What are skills that could assist the person in being successful?
 - Identifying and maintaining healthy friendships
 - Making new positive friends
 - Setting boundaries
 - Ending unhealthy friendships
- What are potential activities that could help build the skills?

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Maintain Healthy and Supportive Friendships: Skills Carey Group


- Carey Guides
 - [Friendships, currently known as Antisocial Associates](#) Thinking About Friendships; Changing My Associates
 - [Your Emotions, currently known as Emotional Regulation](#) Feeling Good Without the Thrill
 - [Getting Along with Others, currently known as Interpersonal Skills](#) Your Social Network; Getting Along with Others; Expanding Your Social Network; Using the STOP Method to Resolve Conflicts
 - [Building a Supportive Network, currently known as Engaging Prosocial Others](#) Who Would You Call?; Expanding Your Prosocial Network
- Brief Intervention Tools (BITS)
 - Who I spend Time With

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Family/marital Carey Group

- Not strength-based
- Stated in the negative
- Assumes all family is negative



**Maintain Healthy & Supportive
Family Relationships**

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Maintain Healthy & Supportive Family Relationships: Skills Carey Group

- What are skills that could assist the person in being successful?
 - Recognizing healthy relationships
 - Setting boundaries, negotiating compromise, and managing differences
 - Making amends
 - Giving and receiving love and appreciation
- What are potential activities that could help build the skills?

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Maintain Healthy & Supportive Family Relationships: Tools Carey Group

- Carey Guides
 - **Overcoming Family Challenges** What's Happening?; Changing the Response
 - **Intimate Partner Violence** Looking Back to Go Forward; How Did I Get Here?; Weighing the Pros and Cons of My Behavior; Healthy Relationship Goals; Staying on a Positive Path
 - **Involving Families** Who Is in Your Family?; Asking for Support
- Brief Intervention Tools (BITS)
 - Overcoming Automatic Responses
 - Problem Solving

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Substance Use Carey Group

- Assumes all use is negative


Live a Sober Lifestyle

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Live a Sober Lifestyle: Skills Carey Group

- What are skills that could assist the person in being successful?
 - Managing and enjoying life without misusing substances
 - Recognizing harmful effects of substance misuse
 - Seeking treatment and peer support for a substance use disorder
 - Avoiding unhealthy substance use
- What are potential activities that could help build the skills?

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Live a Sober Lifestyle: Tools Carey Group

- Carey Guides
 - Substance Misuse, currently known as Substance Abuse** Understanding Your Drug or Alcohol Use; Moving Toward Change; People, Places, and Feelings; Recovering from a Relapse
 - Drug Dealing, currently known as Drug Dealers** How Lucrative Is the Life?; What Needs to Change?
 - Impaired Driving** The Cost of an Arrest; The 5 Ws
 - Meth Use, currently known as Meth Users** Stages of Recovery; Surviving the Wall; Identifying Triggers; Planning Your Day; How Am I Doing?
- Brief Intervention Tools (BITS)
 - Decision Making
 - Overcoming Automatic Responses

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Employment & Education Carey Group

- Not strength-based
- Stated in the negative



Find Satisfaction & Financial Success Through Work/School

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Find Satisfaction and Financial Success Through Work/School: Skills Carey Group

- What are skills that could assist the person in being successful?
 - Identifying your work/school strengths and interests
 - Finding services to help secure employment and education opportunities
 - Identifying sources of help and asking for assistance
 - Managing conflicts at work/school
- What are potential activities that could help build the skills?

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Find Satisfaction and Financial Success Through Work/School: Tools Carey Group

- Carey Guides
 - [Your Guide to Success](#) My Life Until Now; Increasing the Odds of My Success; Request for Stabilization Services
 - [Case Planning](#) Working Toward Your Goals
 - [Reentry](#) Short-Term Stability; Long-Term Stability
- Brief Intervention ToolS (BITS)
 - Overcoming Automatic Responses
 - Thinking Traps
 - Overcoming Thinking Traps
 - Problem Solving

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Leisure Carey Group

- Not common terminology
- Not strength-based



Find Fun Through Positive Activities

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Find Fun Through Positive Activities: Skills Carey Group

- What are skills that could assist the person in being successful?
 - Identifying fun, interesting activities
 - Finding new activities that bring you joy
 - Having the courage to restart a previous activity or start something new
 - Making time for fun, positive activities
- What are potential activities that could help build the skills?

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Find Fun Through Positive Activities: Tools Carey Group


- Carey Guides
 - **Your Emotions**, currently known as **Emotional Regulation** Feeling Good Without the Thrill
 - **Getting Along with Others**, currently known as **Interpersonal Skills** Expanding Your Social Network
 - **Use of Free Time**, currently known as **Prosocial Leisure Activities** Identifying Prosocial Leisure Activities; The Benefits of Prosocial Activities; Time Chart; Making a Plan
 - **Mental Health** Making a Plan
 - **Reentry** Short-Term Stability; Long-Term Stability
- Brief Intervention Tools (BITS)
 - Decision Making

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Criminal History Carey Group

- Labeling
- Not strength-based/ stated in the negative
- Unchangeable



Live a Life of Freedom

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Live a Life of Freedom: Skills Carey Group

- What are skills that could assist the person in being successful?
 - Acknowledging personal strengths
 - Recognizing and avoiding unsafe situations
 - Structuring time effectively
 - Work on the other needs
- What are potential activities that could help build the skills?

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Live a Life of Freedom: Tools Carey Group

- Carey Guides
 - Carey Guides related to specific criminogenic needs
 - Use of Free Time, currently known as Prosocial Leisure Activities Time Chart
 - Your Guide to Success My Life Until Now; Increasing the Odds of My Success
 - Motivating Change, currently known as Motivating Offenders to Change Making Your Decision; Making Your Commitment; Making Your Change Plan; Renewing Your Commitment
 - Supervision Conditions, currently known as Responding to Violations Preventing Violations; Making Choices; Understanding Violation Behavior; Preventing Future Violations
- Brief Intervention Tools (BITS)
 - Decision Making

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8 KEYS TO SUCCESS

- What else is needed for us to be successful?

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RAPPORT

01) Why is rapport important?

02) What are strategies to build rapport?

- Be warm and genuine
- Be respectful and listen actively
- Clarify your goal
- Be empathic
- Encourage
- Be nonjudgemental
- Use a collaborative approach



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STRATEGIES FOR SUCCESSFUL LIVING

Keys to Success

<p>Live a Life of Provisions</p> <p>PROVISIONAL ACTION</p> <p>Self-awareness Show skills that helped you in difficult situations and think about how to use them to reach your goals.</p> <p>Recognizing and avoiding weak relationships Identify 3-5 weak situations and develop a plan to avoid or manage them.</p> <p>Structuring time effectively Develop a daily schedule with positive activities and write down how the schedule helps you.</p>	<p>Be a Problem Solver & Manage Stress</p> <p>PROBLEM SOLVING ACTION</p> <p>Recognizing and managing emotions List events that cause stress, anger, or disappointment; thoughts that have helped you cope in the past; and strategies that you can use in the future.</p> <p>Knowing how to problem solve Practice the steps to effective problem solving.</p> <p>Recognizing and addressing risky or impulsive behavior List past situations when you acted on impulse and practice thinking about consequences before acting.</p>
<p>Be Responsible in Thoughts & Attitudes</p> <p>RESPONSIBILITY ACTION</p> <p>Recognizing values and attitudes that show respect for self and others List things you think, say, and do that show others to respect and value.</p> <p>Identifying how thoughts and emotions impact actions Practice changing thoughts to shift feelings and improve responses to situations.</p> <p>Recognizing and managing Identify situations that create an difficult</p>	<p>Live a Sober Lifestyle</p> <p>SOBER ACTION</p> <p>Managing and enjoying life without drinking substances List things that bring you joy or help to deal with situations that do not involve alcohol.</p> <p>Recognizing harmful effects of substance misuse List areas of your life that have been impacted when you have misused substances.</p> <p>Recognizing and managing Identify situations that create an difficult</p>

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Tools on Devices (TOD)

<https://cgptools.com/>
sciutto@fakemail.com

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Questions?

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Deputy Director**

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