

INCENTIVES ON A DIME Motivating Change on a Budget

Judge Diane Bull
Faculty
Treatment Court Institute
All Rise



Disclaimer

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Points of views or opinions in this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Justice.

This presentation explores:

- Research supporting the use of evidence-based incentives & why they work
- **How to use and deliver evidence-based incentives effectively**
- How to create budget-friendly incentives that motivate positive change



Our Behavior Change Tools In a Nutshell...

- Treatment **TEACHES** new behaviors
- Sanctions **STOP** behavior (short term)
- Incentives **REPEAT** behavior
- Supervision **DETECTS** behavior
- ❖ Used together, they motivate **CHANGE**.

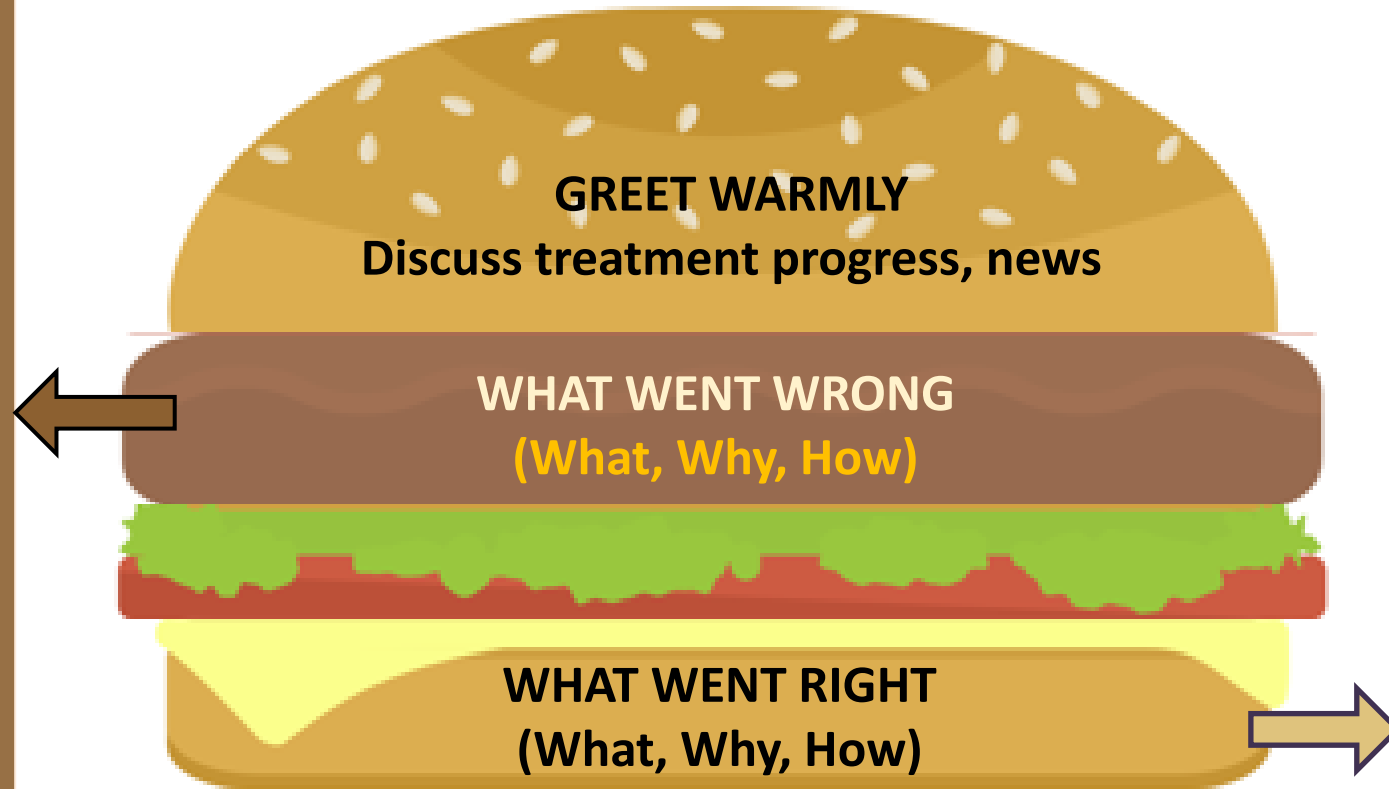
~~Even if~~ **ESPECIALLY** if a participant is receiving a **sanction**, we should also reward positive behaviors with praise and appropriate **incentives**.

It's all in the delivery!



Use the Sandwich Technique to Increase Your Use of Incentives!

1. WHAT behavior we did not like
2. WHY we did not like it.
3. HOW continuing this behavior will cause problems
4. Response

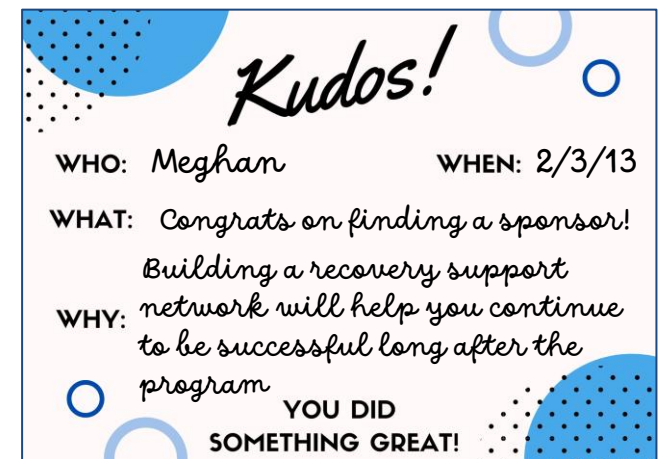
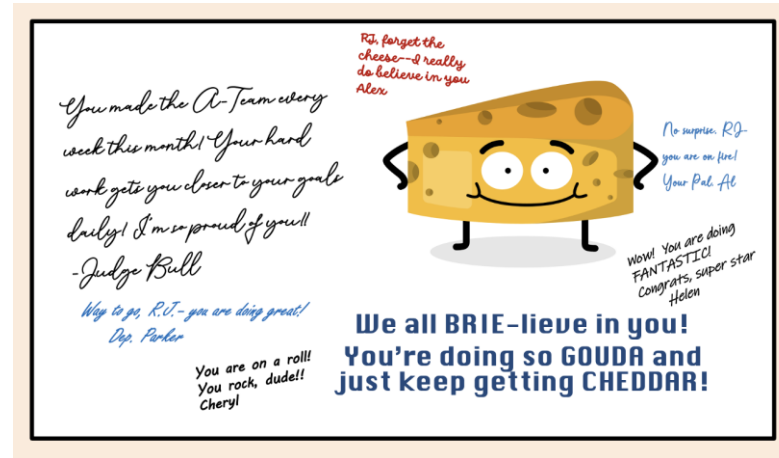


1. WHAT behavior we liked
2. WHY we like it.
3. HOW continuing this behavior will help
4. Response

We avoid confusion by using great specificity (WHAT, WHY & HOW)!

Incentives Are Powerful!

- Incentives promote engagement, motivate repetition of positive behavior.
- Incentives are validating, instill hope, build confidence, and feel good!
- Can have LONG lasting effects BEYOND the program
- SUD is a chronic disease with a 40-60% likelihood of recurrence
- Teach: “I did it before. That means I can do it again.”



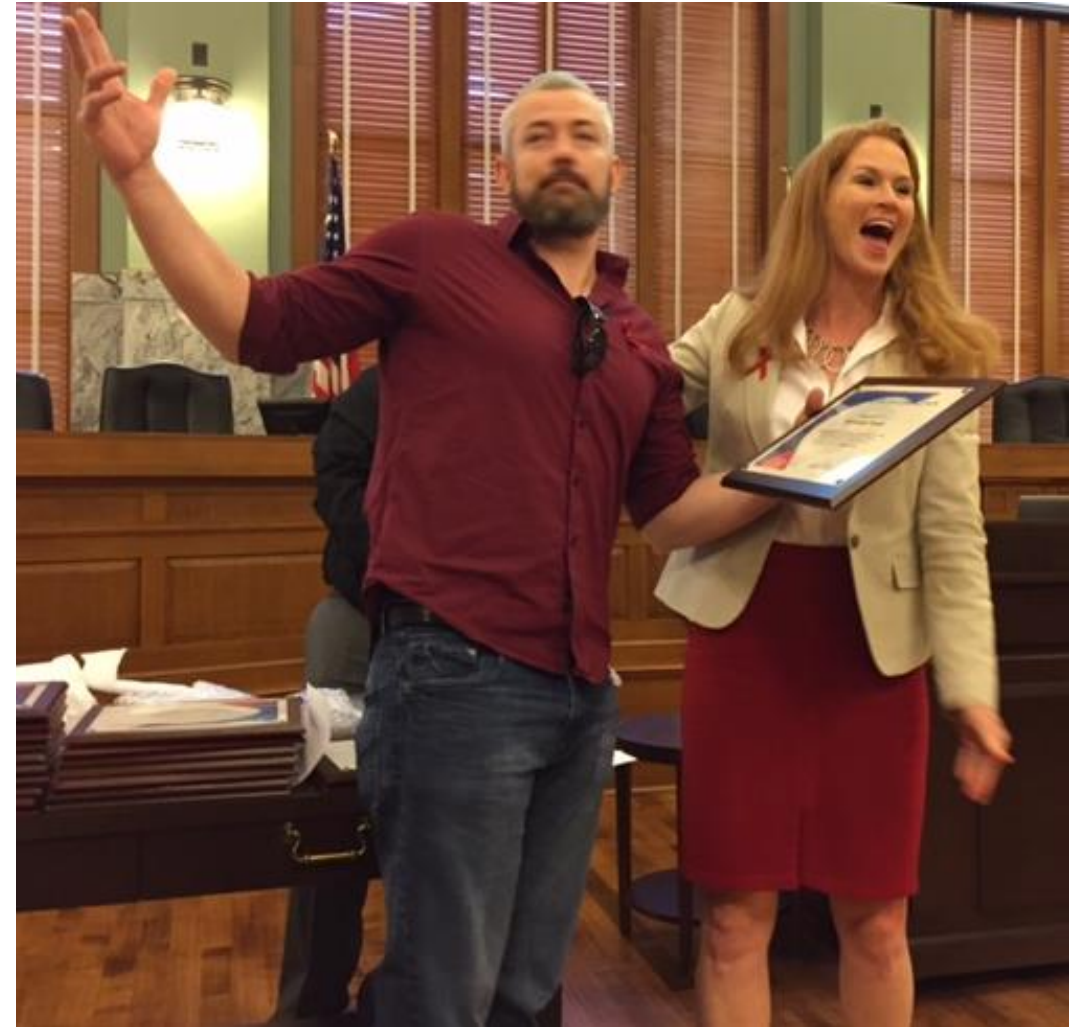
THE WHO, WHAT, WHEN, WHERE, WHY & HOW OF INCENTIVES

A BRIEF REVIEW



Spotting the Small Steps Forward Can Be Hard!

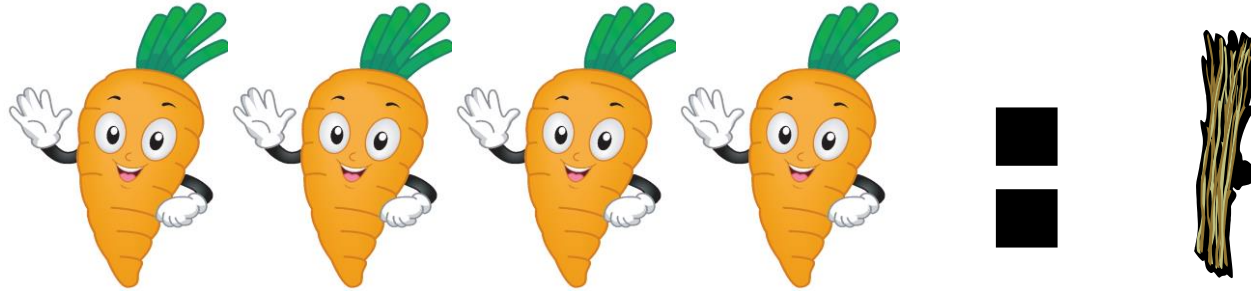
- Traditional focus in criminal justice: “What went wrong & how are we going to address it?”
- Treatment Court focus: “What went right? Do it again!”
- Focusing on what went wrong:
 - Does not teach what “to” do
 - Does not build skills or confidence
 - Is shaming. Does not instill hope



How Many is Enough?

Incentives Should Far Outnumber Sanctions!

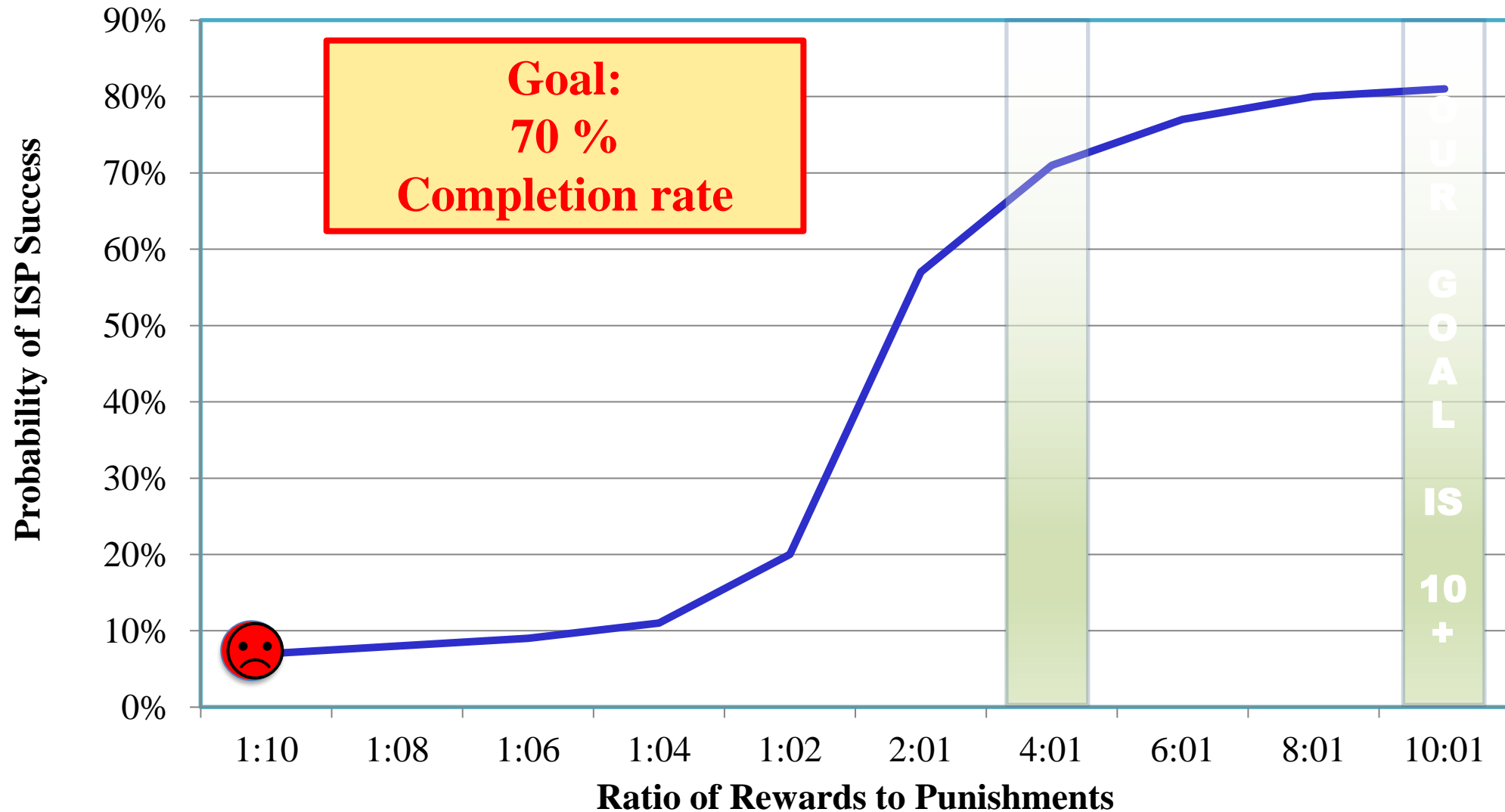
➤ 4:1?



➤ 10:1 is better.



Ratio of Rewards to Punishments and Probability of Success on Intensive Supervision





What Behavior Do We Reinforce?

Achieving All Target Behaviors:

- ✓ Showing up*
- ✓ Timeliness*
- ✓ Honesty*
- ✓ Neg UAs/ Blows
- ✓ Phase Promotion
- ✓ Treatment Progress
- ✓ Sobriety Milestones
- ✓ Recovery Support Achievements
- ✓ Prosocial Achievements (job, GED, helping others, volunteer work)

* *Proximal behaviors*

Appropriate Magnitude Rewards

Attendance at Treatment

- Ph.1 (Proximal, but may be hard)
Reward: small to moderate
- Ph. 2 (Proximal, getting easier)
Reward: small
- Ph. 3 (Becoming mastered)
Reward: Praise
- Ph.4 (Mastered)
Reward: Praise
- Ph.5 (Mastered)
Reward: Praise



Pattern of Abstinence

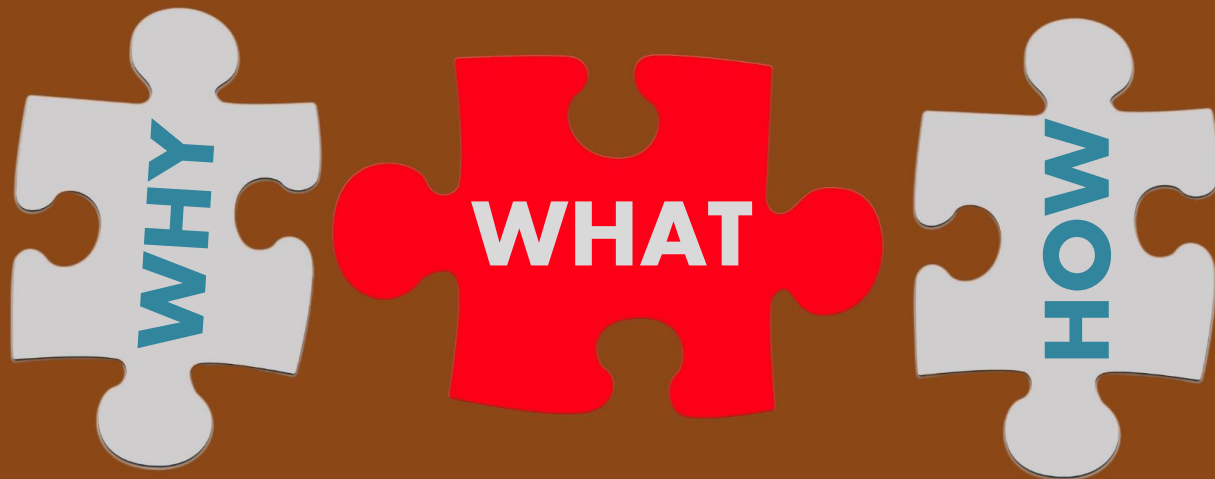
- Ph.1 (Distal, really hard)
Reward: moderate to large
- Ph. 2 (Distal, some success)
Reward: moderate to large
- Ph. 3 (Distal, getting easier)
Reward: moderate
- Ph.4 (Becoming Proximal)
Reward: small to moderate
- Ph.5 (Nearer to proximal, but may not be mastered if HN)
Reward: Praise or small reward

Look for—and REWARD—the baby steps!



**“If NOT doing something earns a sanction,
then DOING it should earn a reward.”**

Incentives Must Be Delivered Correctly to Motivate Change



“WHAT DO WE WANT THE PARTICIPANT TO LEARN?”

Key Components of Effective Delivery of Responses:

- ✓ Certainty: Detect the GOOD, too!
 - ✓ **Requires Reliable Detection**
- ✓ Consistently, fairly
- ✓ Meaningful to the client
- ✓ Associated with the behavior: Be specific!
- ✓ Immediately

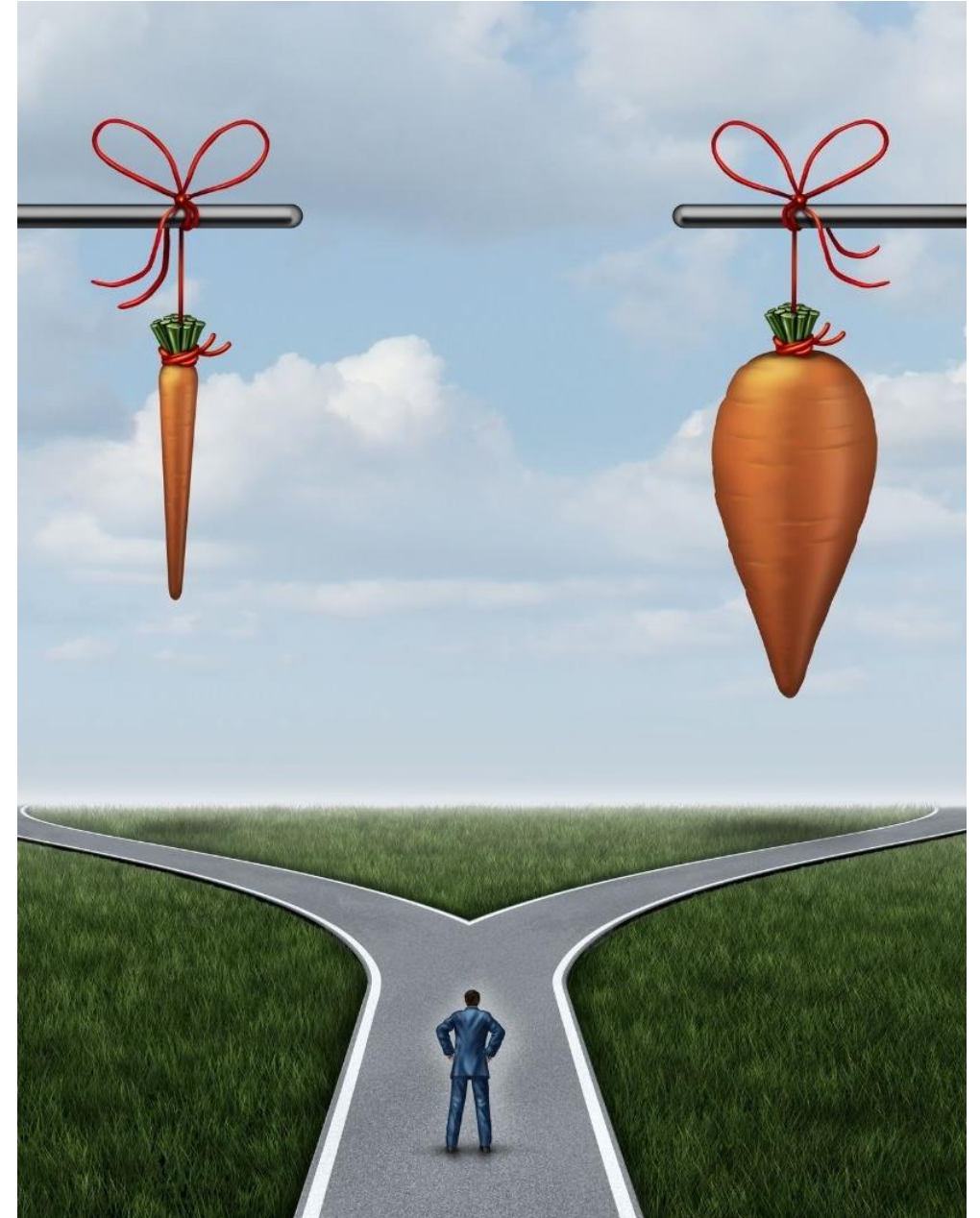
Immediate? “Aren’t Incentives Just For the Judge to Give in Court?”

- Waiting for court may likely mean missing an opportunity to motivate. Don’t wait!
 - Participants’ situations change rapidly. Intervening behaviors occur. Impact can wane in a matter of hours to a couple of days, at most
 - Team communicates throughout the week via email
 - Empower team members to deliver low-mod incentives (tokens, fishbowl) immediately.
- **The judge will review at court hearing, creating a learning opportunity for all.**



No Budget? No Problem!

- Incentives need not be extravagant! **Most of what reward are small steps forward.**
- Rewards can be tangible and intangible.
- We can give things participants like or take away things they don't like
- Just the opportunity to earn a reward is motivating (fishbowl, wheel, raffles)
- **The reward must be EARNED.**
- It must be **VALUED** by the person. If not, it will not motivate change.



How Do We Know What Rewards Work?

ASK THEM! Let them CHOOSE. MIX it up!

What are your favorite incentives? (Circle all that apply)

Fishbowl

Spin the Wheel

Praise, positive feedback

Gift Card

Movie Passes

CS Removal

Curfew Reduction

Zoom Court

Candy, treats

Treasure Chest

“A” Team/MVP

Certificates

Snack Box

Decision Dollars/Store

VIP Parking

Treatment Bingo

Fast Pass: Court / Lab

Other: (Specify) _____

What are some fun things you do that help you stay sober?

INCENTIVES



**YOU'RE
#1! GO
FIRST AT
COURT
REVIEW**



**You've got it made
in the shade!!
Subtract 8 HOURS of
community service.**





SOCIAL APPROVAL

PRAISE
APPLAUSE
POSITIVE PEER BOARD
CERTIFICATES

Judicial Praise & Approval

- Never underestimate the redemptive value of the relationship.
- Praise is free, easy to administer, unlimited in supply and powerful.
- Can be used **immediately**





Other Forms of Team Approval

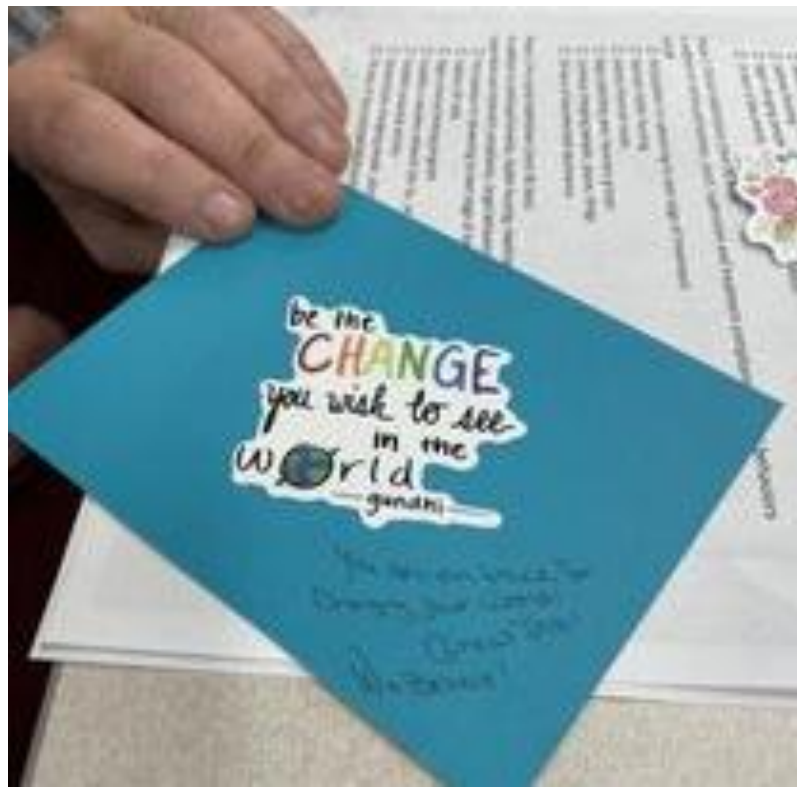
Probation/Treatment:

- Supervisor praise
- Follow-up emails, texts, FaceTime

Judge/Team:

- Short video messages
- Cards/ notes from the team
- Letter home to loved one*
- Written commendation for the file





HANDMADE, PERSONALIZED CARDS:

Isn't it great to get something in the mail that's not a bill?
What if it's something your judge and team made by hand?
You might just keep it forever.

Positive Peer Boards: aka “A” Team

“A”–Team

Amy P.

Joel C.

Devon S

Maria Q.

Shonda P.

Sam E.

Ramon G.

MVP’s

Juan M.

Brenda A.

David S.

A posted list in court of those who are not getting a sanction. Remember, we are looking for progress, not perfection.

4 INCENTIVES IN 1:

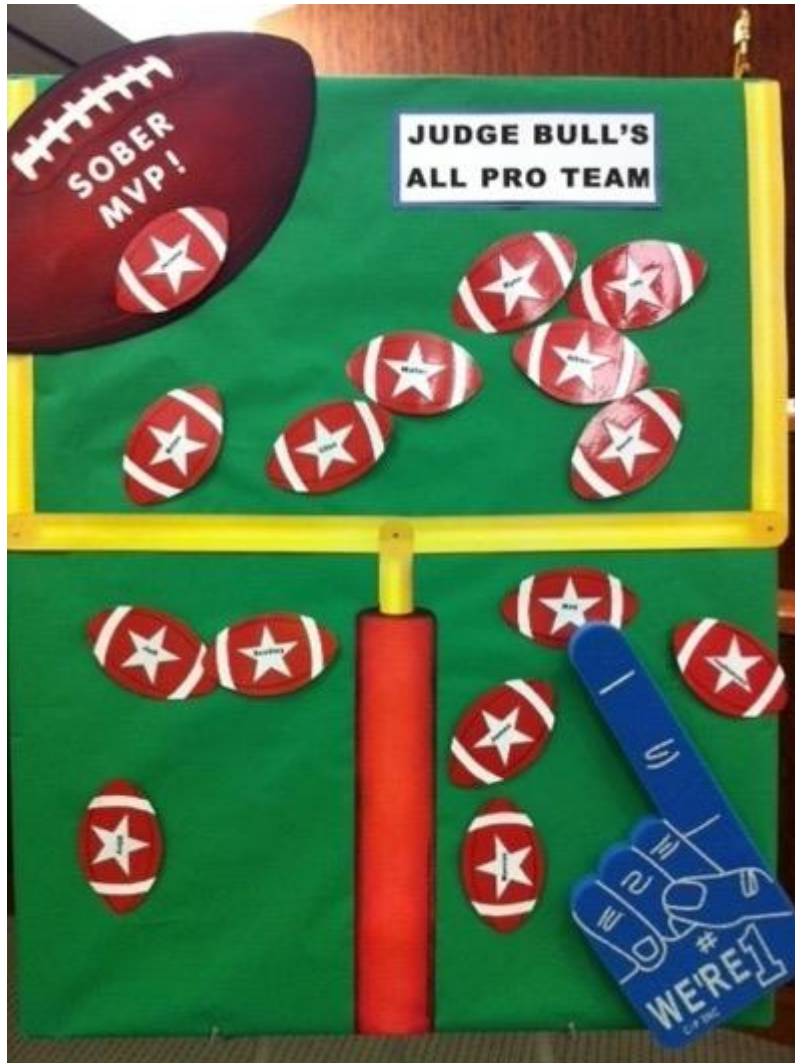
1. Conveys approval from judge/team
2. Holds client up as a positive example
3. Invites peer approval (applause)
4. Incentives go first.

Bonus: Powerful platform
learning opportunity!

for a

A hand is visible on the right side of the chalkboard, with the index finger pointing towards the text 'for a'.

Letting participants choose the theme & board name is fun and avoids triggering nomenclature.





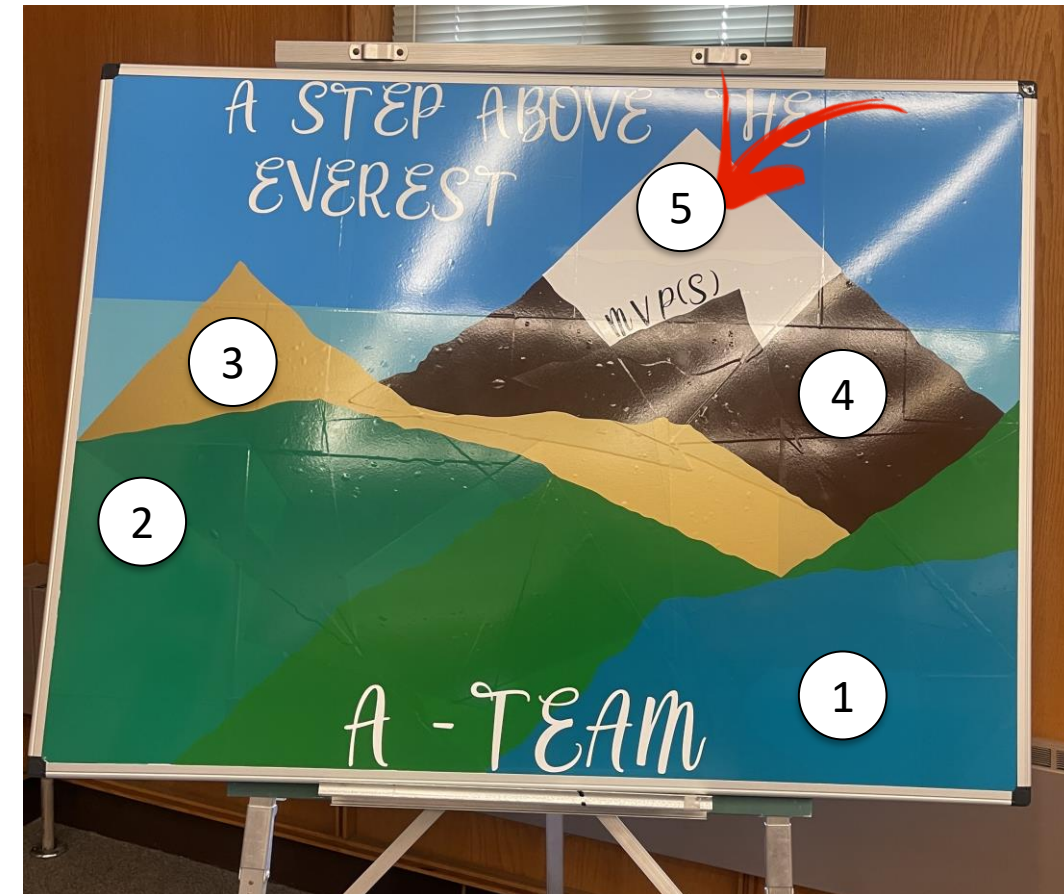
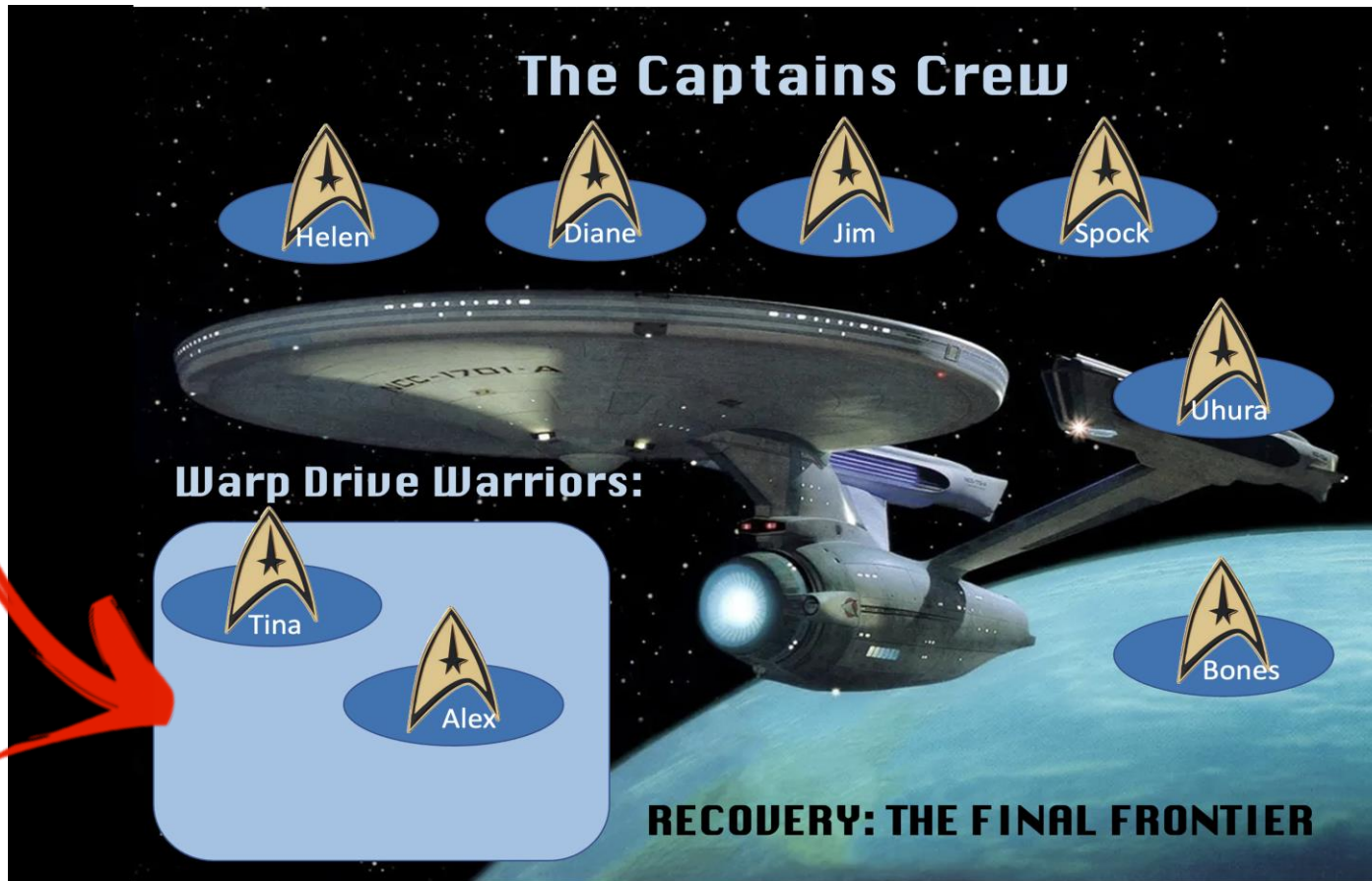
Other Fun Ways to Use PPB: Celebrate Phase Progression



"It Ends With Me"



You Can Create a Board Out of Any Theme



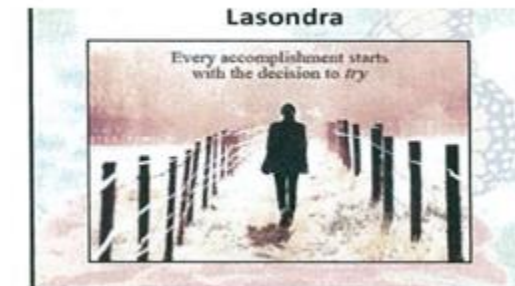
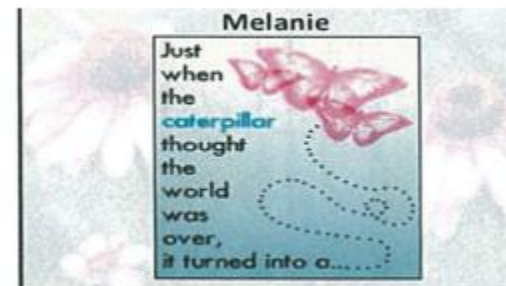
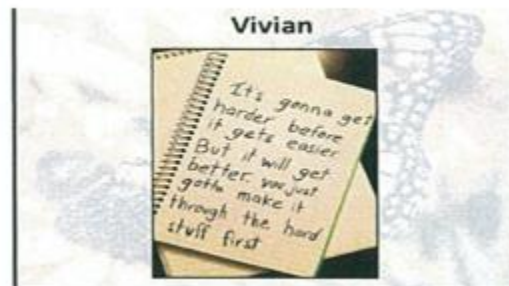
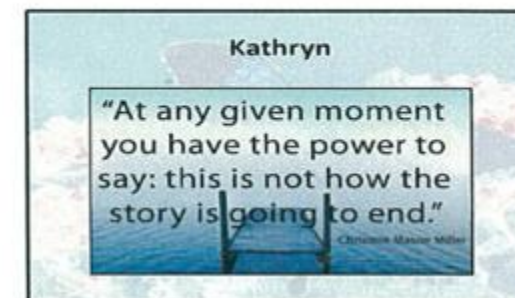
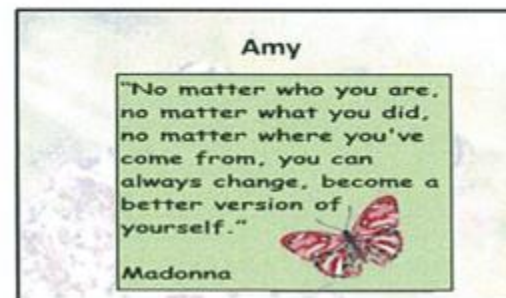
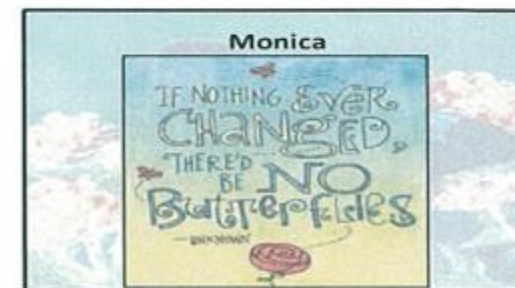
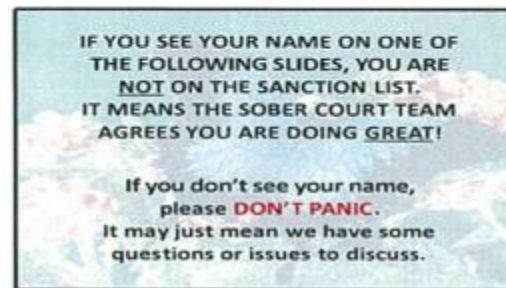
**For an easy
DIY board, see
Incentives Camp
Supplies Wish
List for ideas.**



https://www.amazon.com/hz/wishlist/ls/1TL5NL6QW3H4P/ref=nav_wishlist_lists_2

"A" Team in the Virtual Hearing: Not Just for Pandemics & Hurricanes

POSITIVE PEER POWER POINT



Making the Most of “A” Team

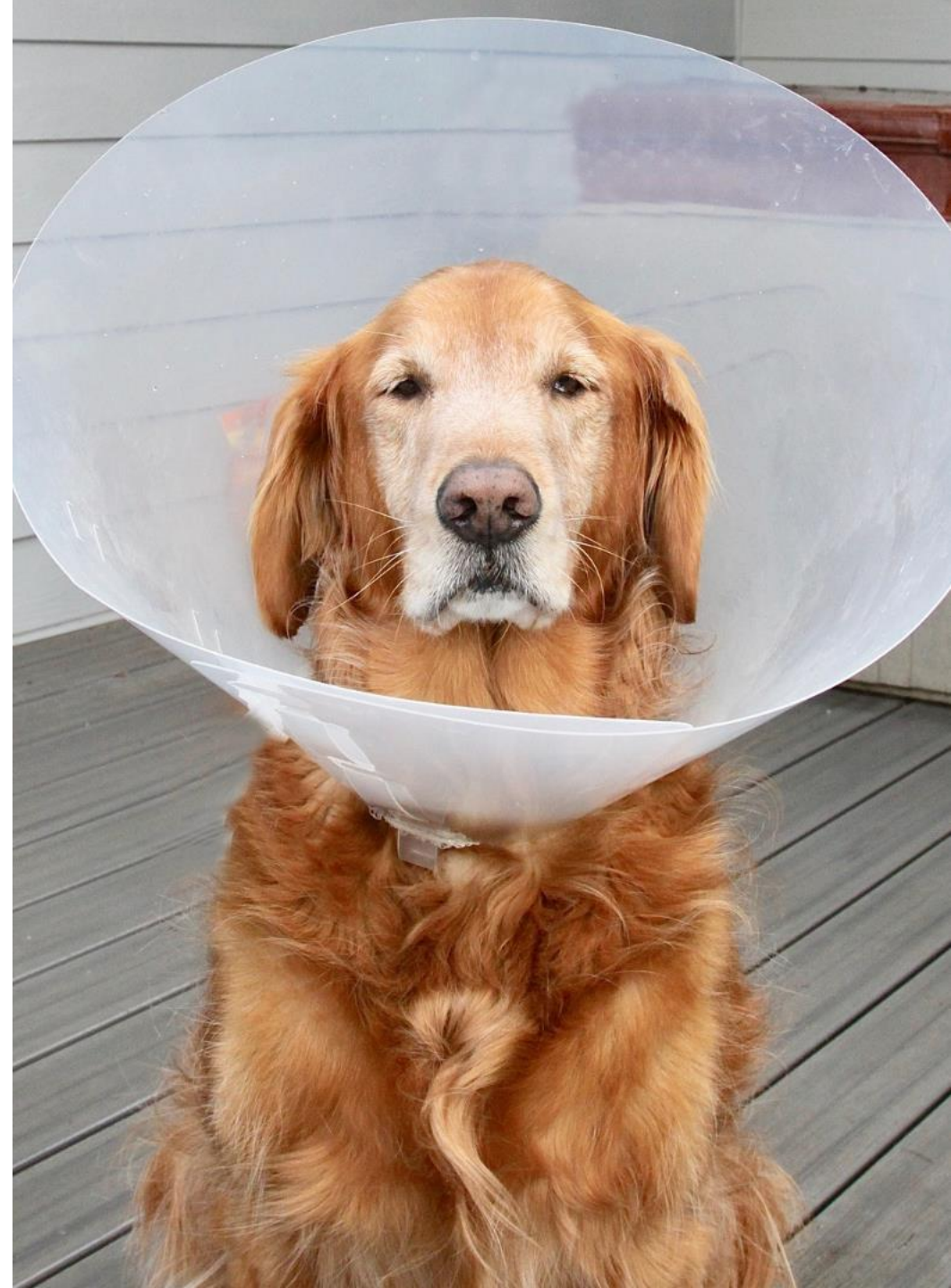
- Display/announce to entire group
- Ask participants why they are on the “A” Team
- Tell participant (and audience) specifically WHAT we liked, WHY we liked it, HOW continuing the behavior will help him/ her. Tie behavior to their goals.
- “A” Team goes FIRST in court



<u>“A”–Team</u>	<u>MVP's</u>
Amy P.	Juan M.
Joel C.	Brenda A.
Devon S	David S.
Maria Q.	
Shonda P.	
Sam E.	
Ramon G.	

Important!

- Positive Peer Board holds participants up as a **positive example to others**.
- There is no “B” Team.
- Positive Peer Board is an INCENTIVE, never a sanction
- **No shaming** for not making the “A” Team, only celebration for those who do.
- **Be sensitive to individual differences:** Some participants do not want the public attention. Respect their wishes.



Treatment Court Certificates

We Celebrate All Target
Prosocial Behaviors

Free templates/ images at
www.canva.com





5 INCENTIVES IN 1:

1. Certificate = MVP! MVPs go first.
2. Specific approval from judge/team
3. Holds client up as a positive example
4. Invites peer approval (applause)
5. Tangible item to keep

Bonus: Powerful learning opportunity for all!

Use notebooks!

Celebrate Abstinence and Prosocial Behavior

SOBRIETY MILESTONE SUPERSTAR

THIS IS TO CERTIFY THAT

Amelia Jacobsen

is recognized for achieving at least
60 consecutive days of sobriety!
Your commitment to recovery
shines brightly!

Rufus Stewart
DWI Court Coordinator

Delilah Salcedo
Presiding Judge

THE HELPING HAND AWARD

Presented to

JANE PHARR

for supporting the recovery of your fellow
participants by providing encouragement and
transportation to treatment, meetings and court.
Together, we succeed.

HON. DIANE BULL
Presiding Judge

KATHRYN SEGARRA
Case Manager

Celebrate Treatment Progress

SUNSHINE AWARD

Honoring

TAYLOR MIZE

Your positive attitude, completion of all homework assignments and participation in group is an inspiration to all. Your willingness to learn and share is a ray of sunshine in the Harris County Drug Court.

HON. DIANE BULL
PRESIDING JUDGE

GUNTHER HOLST
CASE MANAGER



CERTIFICATE OF ACHIEVEMENT

PROUDLY PRESENTED TO :

ALEXANDER A.

For completing MAINTAINING ABSTINENCE, Stage 3 of intensive Outpatient Treatment at Getwell Treatment Institute, demonstrating mastery of learning the warning signs leading to relapse and specific coping skills for success. Your continued commitment to recovery in the Hayes Co. Veteran Treatment Court is exemplary and commendable.

04 JULY,
2021

HON. SAM YORK,
JUDGE PRESIDING



HOWARD ONG,
CASE MANAGER

Celebrate Phase Promotion and Extraordinary Efforts

HARRIS COUNTY SOBER DWI COURT CERTIFICATE OF PROMOTION

This is hereby granted to

Bryce G. Hamilton

for successful completion of all treatment, testing and supervision requirements of Phase 2 of the SOBER DWI Court program and achieving at least 30 days of abstinence. Your commendable actions demonstrate a commitment to recovery.

RUFUS STEWART
Judge Presiding

ROGER LEYTON
Case Manager

Spotlight on Success Award

is hereby presented to

Jeanne B. Grammer

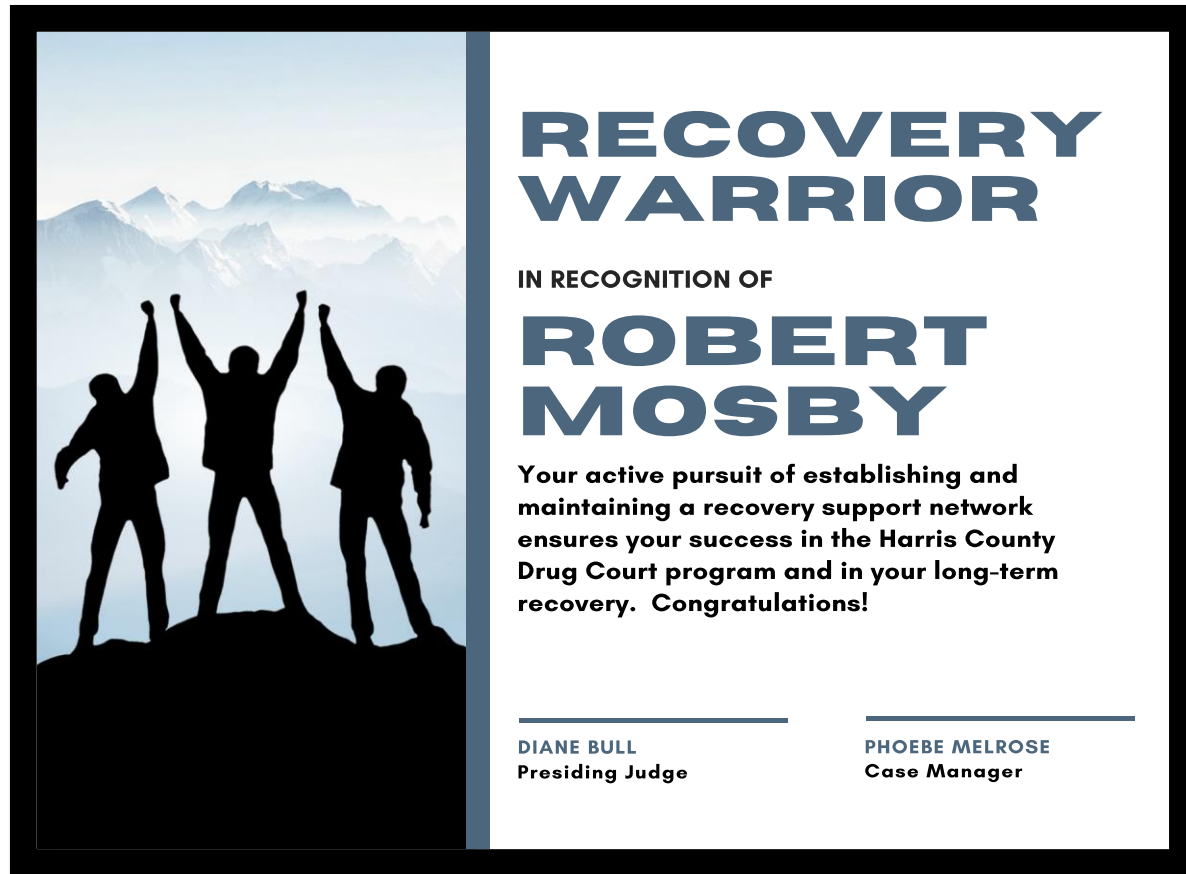
for showing courage, grace, and determination in the face of adversity by using your treatment skills, reaching out to your recovery support network, and staying the course.

We are so proud of you!

Rufus Stewart
Judge Presiding

Adam Gleeson
Recovery Court Coordinator

Establishing Recovery Support and Adopting Healthy Habits



Making the Most of Certificates

- Include specific language on the certificate: **WHAT, WHY, HOW.** In court, read aloud to group.
- **It's all in the delivery. This is a BIG deal!**
- If virtual, share image so all can see, then:
- Email copy with team note.
- Better: Mail a copy in a large envelope. A two-fer! Or frame it and deliver it. Dollar Store frames rock!



Practice Tips:

- Certificates are not just for in court!
- All team members should keep generic certificate forms on hand to **immediately** reward notable behaviors that participants share with you or demonstrate.
- Tip: Try pairing with “supervisor praise” technique.

Certificate made on [canva.com](https://www.canva.com)



Two Ways to Reward Participants

**Give them
things that
they like.**



**Take away
things they
don't like.**





**Participants are
in short supply of
time, money and
freedom.**

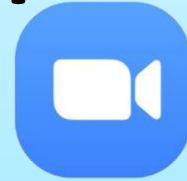
**Use Incentives That
Ease the Burden**

“Easing the Burden”

- Clients value rewards that give back some of their time and freedom
 - Go first and leave early at court, jump the lab line
 - Report to court virtually
 - Small one-time, 1-hour adjustments in curfew.
- Give community service **as a program requirement** so you can take it away.

**YOU'RE
DOING
GREAT!
YOU EARNED
A \$25 FEE
DISCOUNT!**

**Congrats!
You have
earned a
Report by**



**zoom
Pass!**

**GREAT JOB!
You get a
VIP parking
spot by the
courthouse
door!
Keep it up!**

**YOU'RE #1 !
GO 1ST AT
COURT REVIEW !**

**You've got it made
in the shade!!
Subtract 8 HOURS of
community service.**

Making the Most of “Easing the Burden”

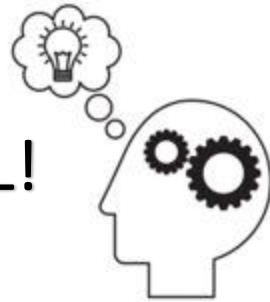
- As always, ASK participants what they like.
Let them choose from comparable rewards.
 - Ex. A curfew extension is not valued by a “home body.”
- Other than in phase-ups, do not take away court, treatment and supervision contacts as rewards.
They are necessary!
 - Rewarding with occasional virtual reporting is a good compromise.
- **Tip: These are great options to include in your no-cost fishbowl and wheel prizes.**

**Congrats!
You have
earned a
Report by**



**zoom
Pass!**

I USED A
TREATMENT SKILL!
100 POINTS



I DEMONSTRATED
HONESTY
50 POINTS!

TOKENS

Decision Dollars, Chips
Coupons, Points
Raffle Tickets

Tokens

- Have no value themselves. Their value is in what you can do with them– exchange them for rewards the participant chooses.
- A token economy system is a system in which tokens are earned for appropriate behaviors and exchanged later for reinforcers.
- An excellent way to motivate participants to achieve target behaviors (attendance, task completion, abstinence, honesty, etc.)



How do we immediately reward target behaviors?

Everyone on team distributes:

- Treatment: participation, attendance, homework, testing, honesty
- Probation: OV, testing
- LE: curfew check, testing
- PD: choosing honesty
- Prosecutor: in court
- Judge: in court





Tips: Using Decision Dollars

- Print in different colors— one for each role on the team
- Judge can see at a glance where participant is excelling: “Show me your Decision Dollars. Wow, you have a lot of green ones. You must be doing great in treatment. Tell me about that.”
- Initial the tokens, note the SPECIFIC behavior & why it was great.



Having a
place to
record the
behavior is
a big plus!



Decision Dollar

1 **\$** **1**

1 **\$** **1**

You made a great decision!

Name: _____ Date: _____

WHAT: _____

WHY: _____

By: _____

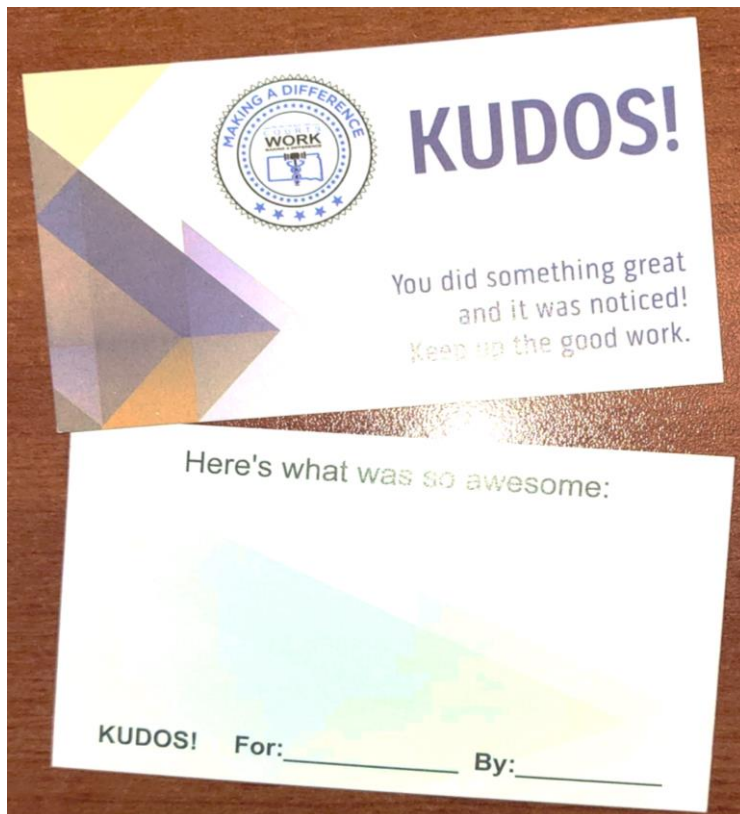
Kudos Cards: A Hybrid

Kudos Cards: written specific praise/ approval, awarded immediately, by any/all team members in real time.

Because they can be exchanged for incentives of the participants' choosing, they are more likely to be valued and thus more likely to motivate repetition of desired behaviors.

Additional features:

- ✓ Can be used for drawings in court for prizes
- ✓ Can be returned to participants as keepsakes and tangible reminders of their good choices
- ✓ Provide an excellent platform to create a learning opportunity for all at the court hearing.



**A Checklist
makes it EASY!
Plenty of room
for notes on
the back.**

WHY this is GREAT:

Your consistent daily call ins and appearance at the lab for testing shows us all that you are taking Drug Court and your recovery seriously. Two weeks of consecutive negative tests shows you are applying the skills you are learning in treatment. Simply outstanding! We are all so proud of you!!

D. Smith, PQ

How Important are Kudos Cards to Our Clients?



Treatment Court Professionals



Most Relevant ▾



7h · 🧑

Our court is an adult felony treatment court. Most of our participants have done well in incarceration, but not well in the community. Many have spend years in prison and on supervision.

Last year our court began giving out Kudos cards from Judge Bull's Incentives on a Dime presentation. They are a huge hit with our participants. Many have stated that the gift cards they receive are great, but the kudos cards mean the world to them. This week we added 20 more to Judge Bull's original cards. We write them out in our staffing and our Judge hands them out from the bench. I attached the word document so you can make changes for your court.

There is nothing in the world that compares to seeing grown men and women get giddy over receiving a piece of cardstock that tells them they did something right.

Choose Back-up Reinforcers & Establish Your Exchange Procedure

- **Most fun:** Reach out to community partners to create a **treatment court “store”** (housewares, cleaning products, school supplies, etc)
- May also be used in monthly **gift basket raffles**– the more tokens, the more chance to win.
- **Let participants choose.** They may prefer to use their tokens to reduce fees or CS.



Other Uses for Tokens:

Trade them in for other rewards:

- VIP parking for a day/ week
- Fast pass in court
- Virtual report to court
- Sweet treat for the group
- Reductions in fees, CS

Report to Court by



**1 week
of VIP
Parking**

**\$25 FEE
DISCOUNT!**

**FAST PASS
IN COURT**


**Subtract 8 HOURS of
community service!**

5-6 INCENTIVES IN 1:

1. Conveys immediate, specific approval from team member
2. Approval from judge/team in court
3. Holds client up as a positive
example
4. Peer approval (applause)
5. Used for drawing, store, or
exchange
6. Tangible reminder keep (Kudos)

Bonus: Powerful learning opportunity!

*Provide a place to keep tokens.



Tangible Reinforcers (On the Cheap)

- **“Treasure” Box**
- **Snacks, candy**
- **Small items of significance**

Yay!! Candy?



Participants don't typically get excited about small rewards like candy and inexpensive trinkets unless we **make them FUN or meaningful** in some other way.

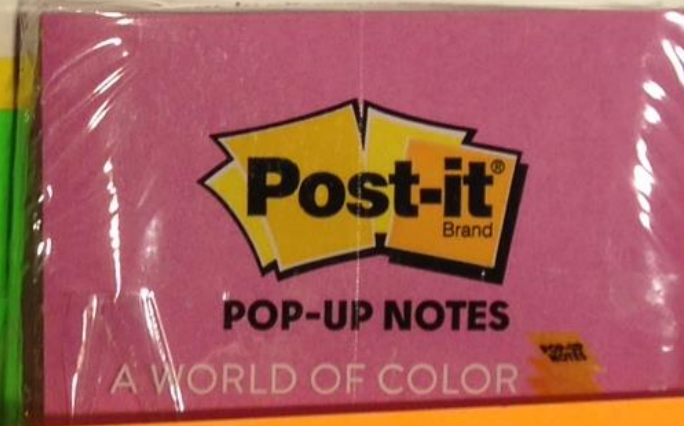


Treasure Box

- Freebies, white elephants, etc. donated by the team
- Primary value is social approval, entertainment
- **Put the team DA or LE in charge of this one.**
- Fun team/ participant interactions build alliance



STICK with the program!
Your progress is **NOTE**-iced!



Thanks for your commitment!
Your hard work is noticed and appreciated.



You're doing a **TEA**-rific job! Keep it up!

“Snack Bar”

- How do you increase the value of low-value prizes?
- Make it interactive. Involve the team. Involve the participant. Make it FUN.
- If you are having fun, your participants will have fun





**“We know it’s CORN-y
but you’re a-MAIZE-ing”**



“You’re all that and a bag of chips!”



**“We are SO-DA-lighted with
your success—keep going!”**



**“It’s o-FISH-al:
we think you’re FIN-tastic!”**

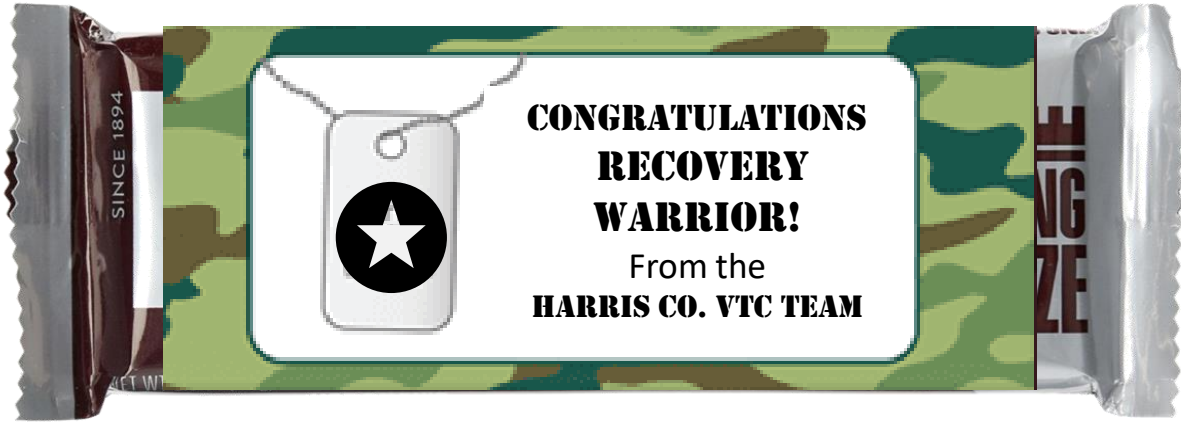


**“We DONUT take this lightly--
congratulations on your sweet
success. Keep it up!”**



**“You’re KIND of a big deal!
Keep up the great work!”**

Chatham Co, GA Team's Golden Ticket Twist



- The team gives out large candy bars as incentives with DIY wrappers
- Some of the wrappers have golden tickets tucked inside that can be exchanged for prizes such as a free month of treatment!





Sweet Treats: More Ideas

- Team member's special baked treats (cookies, cupcakes, etc.)
- Fun brand name items:
 - “Kudos” candy bar
 - “Smarties” candy
 - “Extra” gum
 - Star themed candy
 - “Starburst”
 - “Trolli All Star” gummies



**And, for that team member
with a Pinterest Account...**

Dear Mr. Jones,

PLEASE DON'T 
BUT WE JUST WANTED TO



AND SAY WE THINK
YOU ARE



AMAZING!

**YOU ARE ONE
OF A**



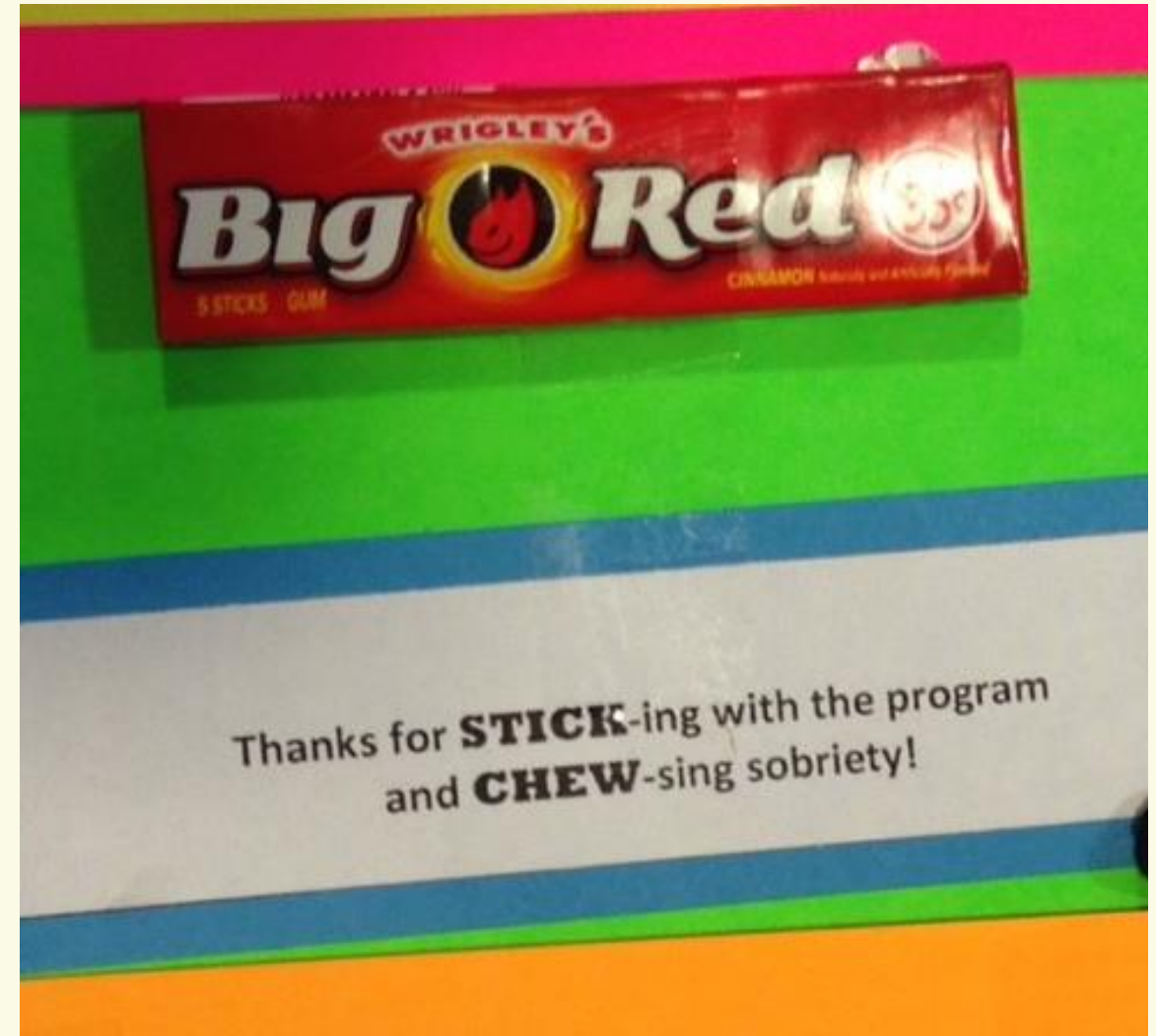
YOU



AN A⁺ WITH US!

Making the Most of Cheap Tangibles

- Part of the fun is the prizes are cheesy & low value. Lean in. “An extra prize for the judge’s lamest pun today!”
- Many of our folks don’t have a lot of wholesome fun in their lives. Many never got to be kids.
- **Our message:** Court is a safe space where there will be accountability and sanctions will be fair and understood.
- But our primary focus is on what went right. FLIP THAT SCRIPT! 10:1



Small Items Can Be HUGE

- Small items, delivered correctly, can have a BIG impact
- Bracelets, coins, keychains, pins
- Can be collected, distributed for special achievements (phase ups).
- It's all in the delivery! Attach meaning and significance.



ME Judge's Special Bracelet Reward

- Awarded for phase promotion
- A different bracelet for each phase:
 - Ph. 1 Believe
 - Ph. 2 Focus
 - Ph. 3 Strength
 - Ph. 4 Inspire
- Judge wears the bracelets on her wrist and personally gives the item as part of the promotion ceremony.



- Why it's great:
 - Highly personal, a special event
 - Conveys the magnitude of the achievement
 - Conveys praise from the judge
 - Holds the person up as a positive example
 - Invites applause & approval from peers



Gift Cards, Certificates

- Amounts need not be large.
- Seek places that support recovery. (No alcohol)
- Ask clients what they like.
- Better: Let clients choose.
Not everyone wants fast food, coffee, gas cards, etc.



**Opportunity
for Reward**

**Fishbowl
Wheel
Raffles**



Fishbowl Formula:

50, 40, 10 + 1

Based on research, for every 500 slips:

- ✓ 250 affirmations + social approval
- ✓ 209 low-level reinforcers: < 4 – 12 hr CS, movie passes, + 1-hr curfew, Go First in Court, \$1 - \$10 gift card
- ✓ 40 moderate/ high-level rewards: < 12 - 24 hr CS, Report Virtually, Jump the Lab Line, \$25 - \$50 fee reduction, \$15 – \$20 gift card
- ✓ 1 mega prize: 60 hr CS reduction, \$50 - \$100 off fees , \$50 gift card



A Montana Team's Fishbowl



Our Treatment Court's incentive "fishbowl," from which they draw slips of paper that have either verbal praise, gift cards, and other encouragement is a paint bucket that all our participants contributed to by drawing all of the fish (and a couple lures-- fly fishing is big in Montana!). The participants get a kick out of seeing this in the courtroom and it's a fun quick onboarding activity for new referrals so everyone's art is represented. We're gonna need a bigger tank!

The Wheel: 50-40-10 (No mega Prize)



WHEEL OF SOBRIETY!

1. Standing ovation! You're doing great!
2. Maintain your sobriety and everyone wins. Go to the wheel and take 2 free spins!
3. High five! Keep up the great work!
4. Go to the head of the class and jump the line with this prize! Go first at Court Review!
5. Help yourself to a Chest #1 treat—your hard work and success just can't be beat!
6. Two thumbs up! You're on a roll!
7. Your hard work just paid off! Visit Treasure Chest #1 and go it again!
8. Round of applause! Your hard work is noticed and appreciated!
9. You've earned a trip to Treasure Chest #2! Select a prize for the hard work you do!
10. Flat bump! You've got this!
11. Two thumbs up! You're on a roll!
12. You're doing great—there's no dispute! You just earned a team salute!
13. Your hard work earned you a treat! Subtract 4 hours of community service!
14. Take a day off! Your hard work earned you one FREE PASS from Court Review!
15. Your hard work just paid off! Visit Treasure Chest #2 and go it again!
16. High five! Keep up the great work!
17. Time to visit Treasure Chest #2 to thank you for all the great things you do!
18. Standing ovation! You're doing great!
19. Head over now to Treasure Chest #1 as a reward for all the good work you've done!
20. Flat bump! You've got this!
21. Your hard work earned you a treat! Subtract 16 hours of community service!
22. Round of applause! Your hard work is noticed and appreciated!
23. Pick one: 2 bus passes, 3 hour curfew extension or 4 hour community service voucher!
24. You're doing great—there's no dispute! You just earned a team salute!



No-Cost Fishbowl/ Wheel Prizes



Standing ovation! You're doing great!	Two thumbs up! You're on a roll!
Fist bump!! You've got this!	High five! Keep up the great work!
Your hard work earned you a break! Subtract 16 hours of community service!	You've got it made in the shade! Subtract 30 hours of community service! Good job!
Your hard work earned you a break! Subtract 4 hours of community service!	Your hard work earned you a break! Subtract 8 hours of community service!
Take a day off! Your hard work earned you A REPORT BY SKYPE PASS for Court Review!	Your hard work just paid off! <u>Draw again</u> for another chance at a fun reward!
Team salute! Job well done—you have our attention!	You deserve a hand! Your hard work is noticed and appreciated!
You've got it made in the shade! Subtract 12 hours of community service! Good job!	Your hard work just paid off —you get to jump the lab line!
Your hard work just paid off! <u>Draw again</u> for another chance at a fun reward!	Pick 1: 2 bus passes, 1-hour curfew extension or 4-hour community service voucher
Fist bump!! You've got this!	High five! Keep up the great work!
Go to the head of the class! One FREE PASS to jump the line and go first at Court Review!	Cha-ching! It's official: you rock! Take \$25 off your next supervision fee payment!

- Reductions in:
 - Community service
 - Fees (lab, sup)
 - Curfew
- Fast pass: court, lab
- VIP parking
- Virtual reporting
- Donated passes
 - Movies, bowling, yoga
- Decision Dollars, Treasure Chest, Snack Bar, wheel
- Something crazy: DA joke, LE push-ups, baked goods
- Spin/ draw again

Making the Most of Fishbowl/ Wheel

- Let each person draw/ spin for a chance at a prize.
- Make the affirmations fun:
 - Standing ovations, salutes, fist bumps, etc
- If virtual, draw/ spin on camera for all to see.



Standing ovation!
You're doing great!

Two thumbs up!
You're on a roll!

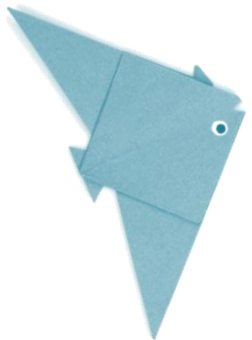
Fist bump!!
You've got this!

High five!
Keep up the great work!

Virtual Court Fishbowl/ Wheel Options

- Not just for a pandemic or hurricanes!
 - Maintain connection with residential clients
- Low tech: Client choose paper fish on a white board
- High tech: Fun online wheel spin: www.wheel-decide.com

Team
Bonding
DIY
Craft
Hour!

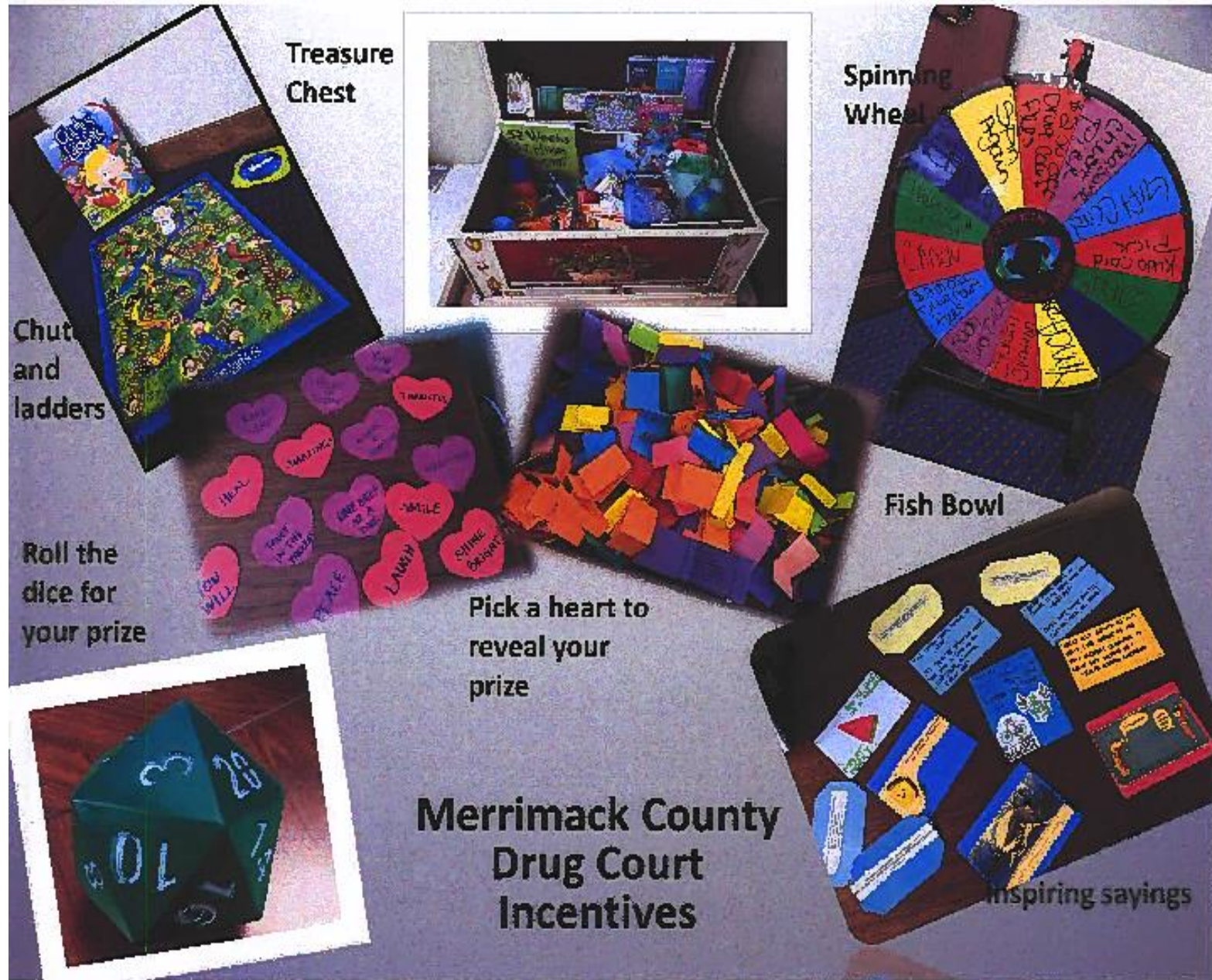


Wheel-decide.com



Merrimack, NH takes "Chance to Win" to the Next Level!

- ✓ Wheel, Fishbowl
- ✓ Treasure Chest
- ✓ 20-sided dice
- ✓ Pick-a-Heart
- ✓ Play a Round of Chutes & Ladders
- ✓ & More!



Provide Opportunities to Earn Rewards

- We are also building citizenship, providing opportunities for growth
- Build into (latter) phases
- Provide activities that:
 - ✓ promote engagement
 - ✓ model prosocial behavior
 - ✓ encourage participants to use new treatment skills



Nurturing Engagement With Incentives (1st 2 weeks)

Treatment Progress Tic Tac Toe!

Earn a \$20 gift
card!

Client's Name _____

Fourth Visit Date:	Second Visit Date:	Third Visit Date:
Task: 3 Negative UAs	First Visit Date:	Task: Probation Office Visit
Task: Negative UA	Task: Negative UA	 14 Day Anniversary!

**Encourage
Clients to Use
New Skills**

Recovery Court's Bingo Incentive Orientation, Phase 1 and Phase 2

B	I	N	G	O
Attend treatment on time (by phone or virtual)	Did a workout, walk or yoga two times in a week	Attend 3 online support groups a week	Engaged in meditation twice in one week	Attended treatment groups by phone or virtual All week
Added one person to healthy support network	Demonstrated asking for help two times	Made a gratitude list	Attended probation appointment by phone or virtual	Reached out to a medical provider when needed
Called into UA line daily for 1 week	Made a coping skills list	Free	Was honest when it was hard to be	Checked in with a Peer Support person 1 time
Attended probation appointments by phone or virtual 2 times in a row	Wrote in journal 3 times in one week	Attended 2 online support groups a week	Reached out to a healthy support when struggling	Clearly demonstrating use of skills learned in treatment
Remained in sober, supportive housing situation.	Deleted phone numbers/social media attached to a negative influence	Demonstrated taking accountability	Attended on-line support group 1 time	Submitted UA when required

Each square = 1 point

A Bingo (5 in a row) = 10 points

Please show documentation! Points will add up and be turned in for gift cards or other prizes!

15 points = \$10 gift card

30 points= \$25 gift card

Incentivizing Productivity: A Florida Judge's (Optional) Challenges

Judge gives incentives for completing short-term, well-defined challenges.

- Fitness (5K run/walk with mentors)
- Wellness (CM-led yoga, meditation, nutrition class & snack prep)
- Vocational (resume service, community partner fork-lift training/certification)
- Literacy (Alumni Recovery Book Club: read & discuss)
- Life skills (budget class, grooming/dressing for an interview)

Why it's great:

- Realistic and achievable
- Models/builds prosocial behavior and healthy habits



A Georgia Team's Fitbit Challenge

- The local defense bar donated their old “steps” trackers that were still in working order.
- Participants had weekly steps challenges with incentives for those who went that extra mile!
- A great way to encourage a healthy habit and a new way to have sober fun



NH Holiday Raffle Incentive: "Try Something New!"



Wondering how you
can win the Christmas
stocking?

Try some new things...

- Try out photography
- Try out Yoga
- Try out making music
- Try out learning the guitar
- Try out a cooking class
- Try out reading a new book
- Try out hiking
- Try out skiing
- Try out snowboarding

- Try out drawing
- Try out Journaling
- Try out a zumba class
- Try out story writing
- Try out fishing
- Try out geotagging
- Try out randonaunting
- Try out a escape room
- Try out a rage cage

- Try out physical fitness
- Try out jewelry making
- Try out wood working
- Try out crochet
- Try out crafting
- Try out painting
- Try out making a terrarium
- Try out getting a plant
- Try out bowling



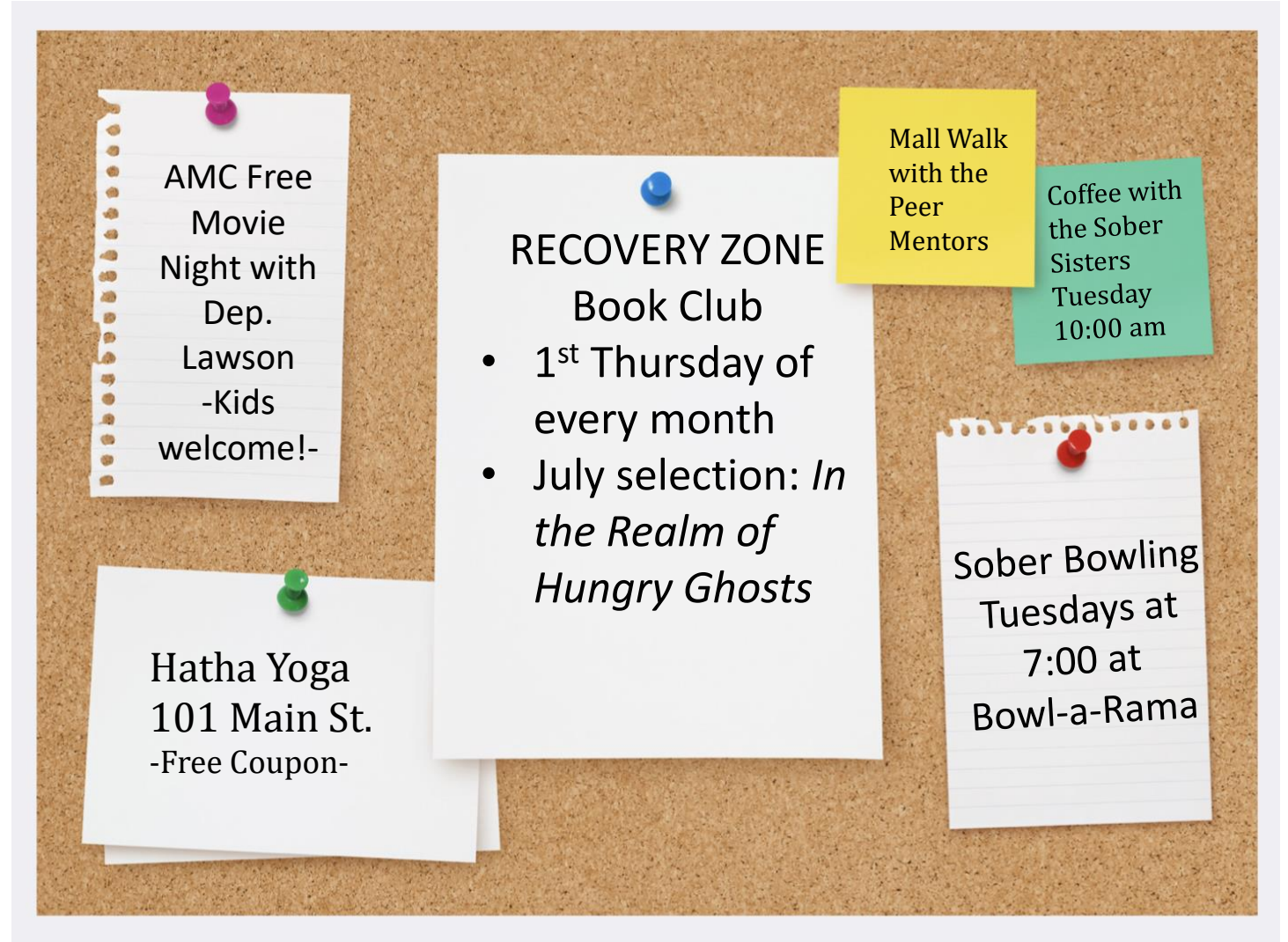
Contests Promote Engagement

- **Recovery-themed contests:**
 - Essay Contest
 - Poster Contest
 - Photography Contest
 - Art/Mixed Media Contest
- **ALL entrants receive incentives!**
- **Have contests coincide with graduation ceremony**
- **Winners receive larger prizes and talk about their entries**



Create a Community Bulletin Board or Weekly Flyer

- Research fun local activities that support recovery.
- Encourage choosing an activity from the board/ flyer.
- Report to the group if it is something they enjoyed and supported their recovery.
- Reward with praise and generous incentives



How Important is This Stuff?

Excerpt from a letter from a team member after adding ALL the incentives in this presentation:

“I cannot stress enough the positive impact these small changes have made in the 2 weeks we have used them. We have a participant whose attitude in treatment and towards staff has kept them from promoting for 6 weeks. Since this implementation, his attitude has had a complete 180, he was MVP last week and was promoted.”



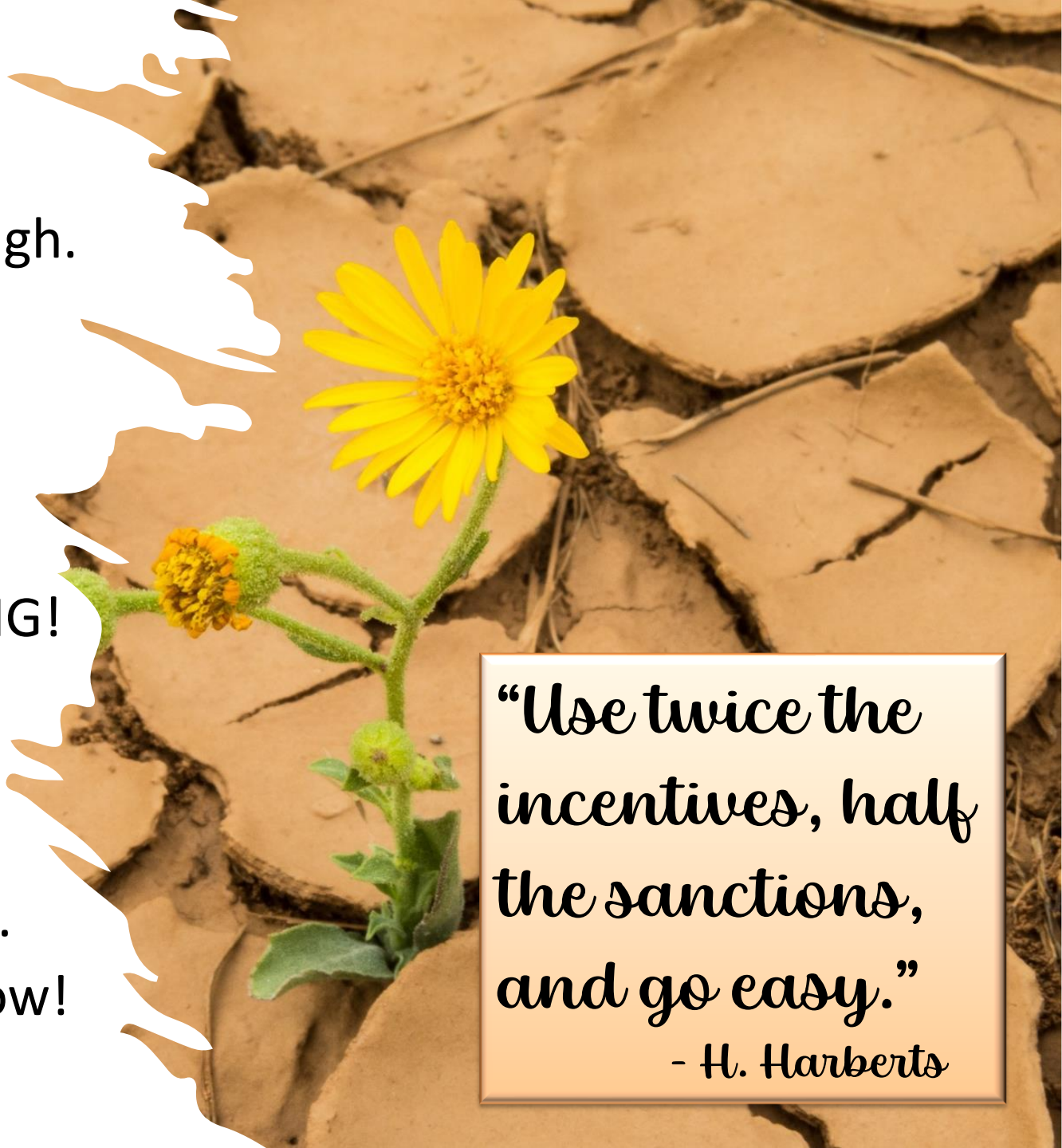
How do we know if our incentives are working?

- **Track data:** incentives given as well as sanctions.
- Monitor for racial, ethnic, gender disparities
 - Are all groups performing similarly?
 - Who has been terminated?
 - What was their response history?
- Review data quarterly with the team.
If your data is inconsistent, change your practices!
- ✓ Treatment, peer support, cultural advisors.



Focus on Incentives

- What we are doing is likely not enough.
- Discuss incentives first at staffing.
- Make a place for incentives on your staffing sheets.
- Tracking incentives increases use.
- Look for the little things– they are BIG!
- Mix it up to avoid habituation.
- Even if a sanction, reward the good with praise and incentives.
- Find something positive. Instill hope.
- Sandwich. Be specific: what, why, how!

A photograph of a bright yellow flower with many petals, growing from a crack in dry, cracked, light-brown earth. The flower has a green stem and leaves. The background is a close-up of the cracked soil.

*“Use twice the
incentives, half
the sanctions,
and go easy.”*

- H. Harberts

QUESTIONS?

Allrise.org

Hon.DianeBull@gmail.com

LOW-COST/ NO-COST INCENTIVES



A GUIDE FOR MOTIVATING CHANGE ON A BUDGET

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