



Office of Court Services

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IOCS Skills-Based Workshop

November 1-4, 2021

Marriott East, Indianapolis

The [Scholarship Application](#) is now available for community supervision staff and will close on August 1, 2021. Please contact IOCSjusticeservices@courts.in.gov with any questions.

This highly engaging workshop is for those who wish to develop or enhance evidence based skills and techniques to apply to case management with clients to achieve positive outcomes. You must receive approval from your CPO/Agency director to attend and must agree to attend all four days to be considered.

Meals and Accommodations:

Lunch will be provided each day and hotel accommodations available for those traveling from a distance. Rooms are limited.

Agenda:

The workshop will be from 9:00-4:00 EST each day. A detailed agenda will be sent out once the selection process is complete.

Topics covered include (but not limited to):

- Identifying individual and team personality strengths
- Improving team and client communication
- The differences between interviewing and motivational interviewing
- Getting the most accurate information out of interviews
- Building assessment-driven case plans
- Prioritizing and addressing impactful target behaviors
- Engaging clients in their case plans
- Identifying barriers to client engagement and strategies to overcome them
- Implementation skills of core correctional practices
- Learning tools that address the individual needs of clients and utilization strategies.

Workshop Sessions:

Real Colors

Real Colors® is a dynamic workshop experience using a personality type test. The goal is to provide participants with the skills to: understand human behavior, uncover motivators specific to each temperament, and improve communication with others. The basis of this workshop is the Real Colors® Personality Type Test: a user-friendly, intuitive tool that identifies four personality types common to all people—Gold, Green, Blue, and Orange. Participants will gain an understanding of the four colors (each corresponding to a personality type), discover where they fall as an individual on the Real Colors spectrum, learn to recognize characteristics of each of the four colors, and discuss with fellow workshop participants what it's like to be each color.

Interviewing Skills

This training will provide education regarding the skills necessary to collect information during an interview in order to score any actuarial assessment correctly for the purpose of developing and implementing a plan to reduce the risk of recidivism. This training will address risk, the importance of interviewing without bias, troubleshooting common challenges associated with administering assessments, and learning and practicing skills throughout an interview in order to elicit accurate information.

Case Management

The case management training is designed to give probation officers the skills necessary to develop high quality, assessment-driven offender case plans. The specific topics covered in this training include: reviewing the foundational case management skills, developing an effective case plan, engaging an offender in the case planning process, and making use of community resources. All participants will be provided with workbooks, have the opportunity to practice each of the skills, and receive feedback on their performance.

Carey Guides and Bits

A skills-based training for line staff and supervisors on the use of Carey Group Publishing's Carey Guides and BITS (Brief Intervention Tools) to effectively address offender skill deficits, criminogenic needs, and enhance case management through these interventions. The objectives include becoming familiar with the Carey Guides and BITS, understanding how to use the tools effectively, and developing skills to use the Carey Guides and BITS as interventions in one-on-one sessions.

Additional sessions/topics may be added