

# L.A.S.E.R.B.E.A.M PROCESS - TEACHING

Think about the times you've gotten in trouble....

If you get caught, you are talked to right then. Your emotions are high, you KNOW you've done something wrong, you know you made a bad choice, and you don't need someone to tell you about it right then. So you shut down and say "yes ma'am" in all the right places and then it's over.

Now think about the last time someone praised you. You did something you knew was good, but you didn't do it to get praised. You might have felt more embarrassed that praised by the way they said thank you.

Here's the solution to all those problems – LASERBEAM! (insert laser noises here!)

- Over 80% of the time we communicate with people about their behavior in response to undesired behavior.
- Over 80% of the time we communicate with people we do so at the time least likely to produce the desired result.

Laserbeam stands for:

- **Look (at) Any Sign (of) Encourage-able Repeatable Behavior (so) Expectations Are Met.**  
(I know, it doesn't really work for me either.)

## 4 steps for LASERBEAM – an overall view

1. Know what you expect
  - a. If you don't know what qualities are important to you, how are the kids supposed to know what you want from them?
2. Tell the campers what you expect
  - a. Again, the campers need to know what you expect in order to show you.
3. Look for them to do it
  - a. Once they know what you want, they will do it...but will you notice?
4. Praise it, love it, reward it!
  - a. LASERBEAM them!

In order for you to praise good behavior, you have to decide what "good behavior" is to you. List specific behaviors you want to see. These must be **measurable**. (i.e. being on time, being a leader, bring others in, excited, etc.)

### 1. Know what you expect.

List of Good qualities for your "Hit List" (things campers do that drive you crazy!)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

List of Good qualities for your "Dream List" (things campers do that make you smile!)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

For example:

*Hit List*

Late  
Yelling  
Sit in back  
Abandon the group  
Gossip  
Complain

*Dream List*

Take initiative  
Willing to do anything  
Flexible  
Energetic  
Cooperate  
Creative

These are: actions, negative, and specific

These are: characteristics, positive, general

**2. Tell the campers what you expect**

- a. Talk about it on Sunday night
- b. Write a covenant with your cabin
- c. Model the behavior that you want!
- d. Overhear praise (let them hear you telling someone else how well they did)

**3. Look for them to do it!**

- a. Know what you are looking for
- b. Once you know, you will see more of it
- c. Train yourself to notice what you see.

**4. Praise it, Love it, Reinforce it!**

- a. **Action:** Call attention to specific action
  - “I saw you hand out song books”
- b. **Label:** State the action you want to see. (from your Dream List)
  - “You were sharing with others”
- c. **Reward:** Praise or thank them
  - “Good job” or “That’s why I appreciate it” - Give high five or hug

**Now that you’ve taught them how to LASERBEAM, have them practice it.**

Break the LYLES into groups no smaller than 3. Have them come up with situations where they can laserbeam campers or their fellow LYLES. They can use the examples on the sheet given, or they can make up their own.

After each situation, make sure you discuss as a group if they did it well and where they need improvement. Practice doesn’t make perfect – perfect practice makes perfect!

Sara Witte, Lutherhill