



# RESILIENT OPTIMISM

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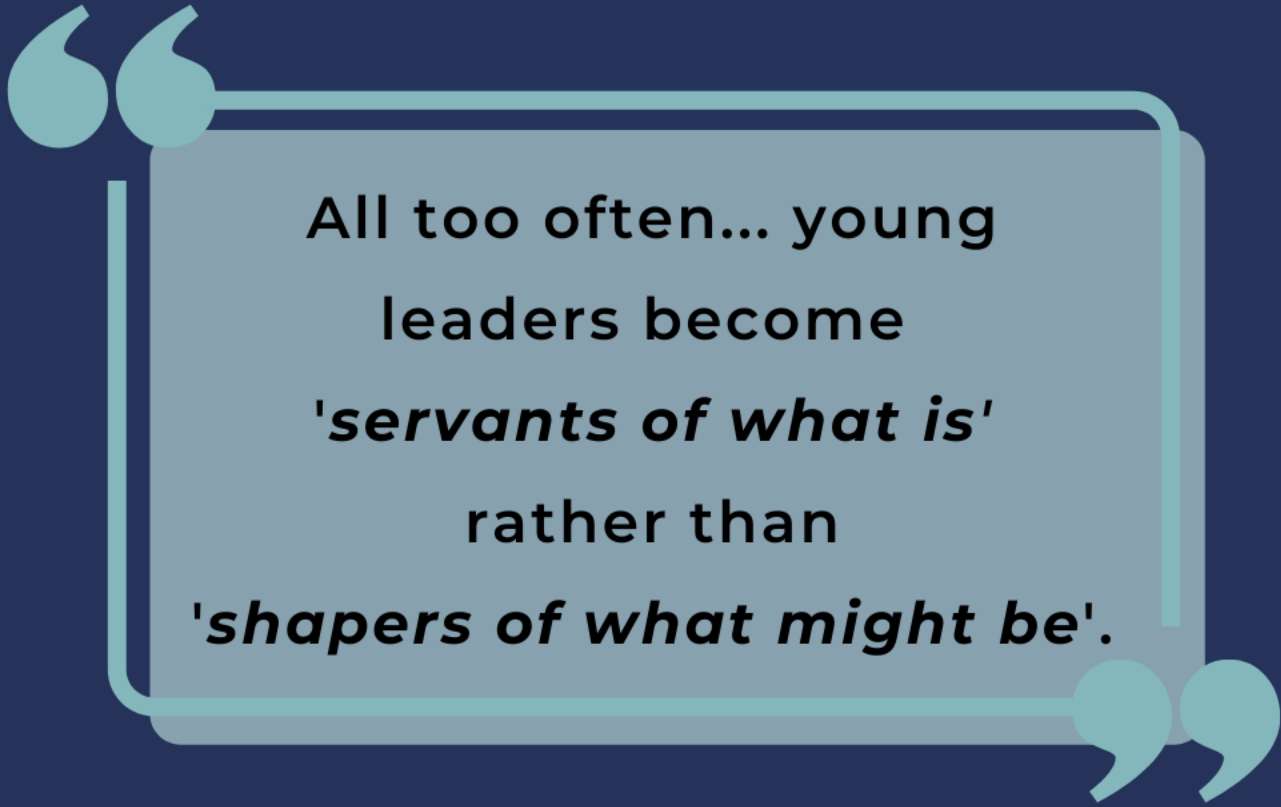
*Staying Engaged During  
Challenging Times*

ACJI.ORG

INFO@ACJI.ORG

**ΔCJI**

*Dr. Alexandra Walker*

A large, light blue graphic of a speech bubble with a double-line border and rounded corners. It contains a quote in black text. The quote is centered and reads: "All too often... young leaders become 'servants of what is' rather than 'shapers of what might be'." The quote is enclosed in large, light blue quotation marks.

All too often... young  
leaders become  
**'servants of what is'**  
rather than  
**'shapers of what might be'.**

*John Gardner*

(1912 - 2003)

Former US  
Cabinet Member

# Discussion

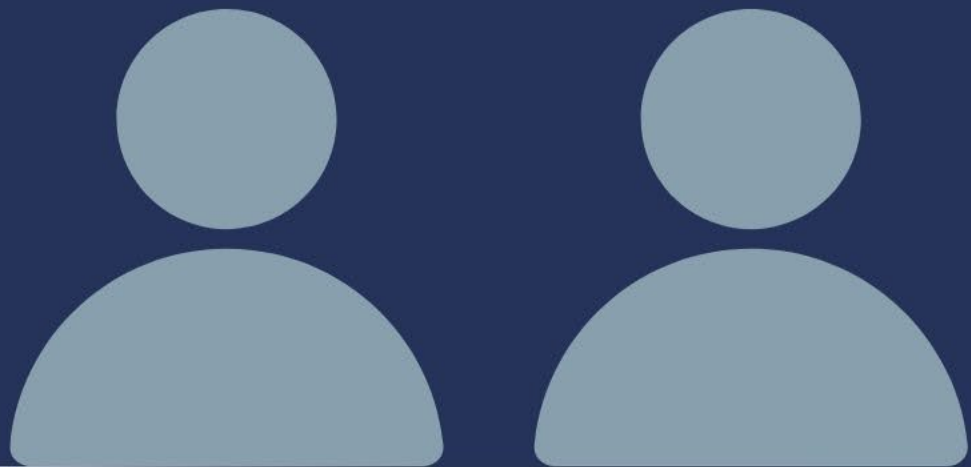


Think back to day one...

What was your WHY?

Your plan?

How is it different today?





# COMMUNITY BASED CORRECTIONS IS HARD WORK

# Resilient *Optimism*



#RESILIENTOPTIMISM

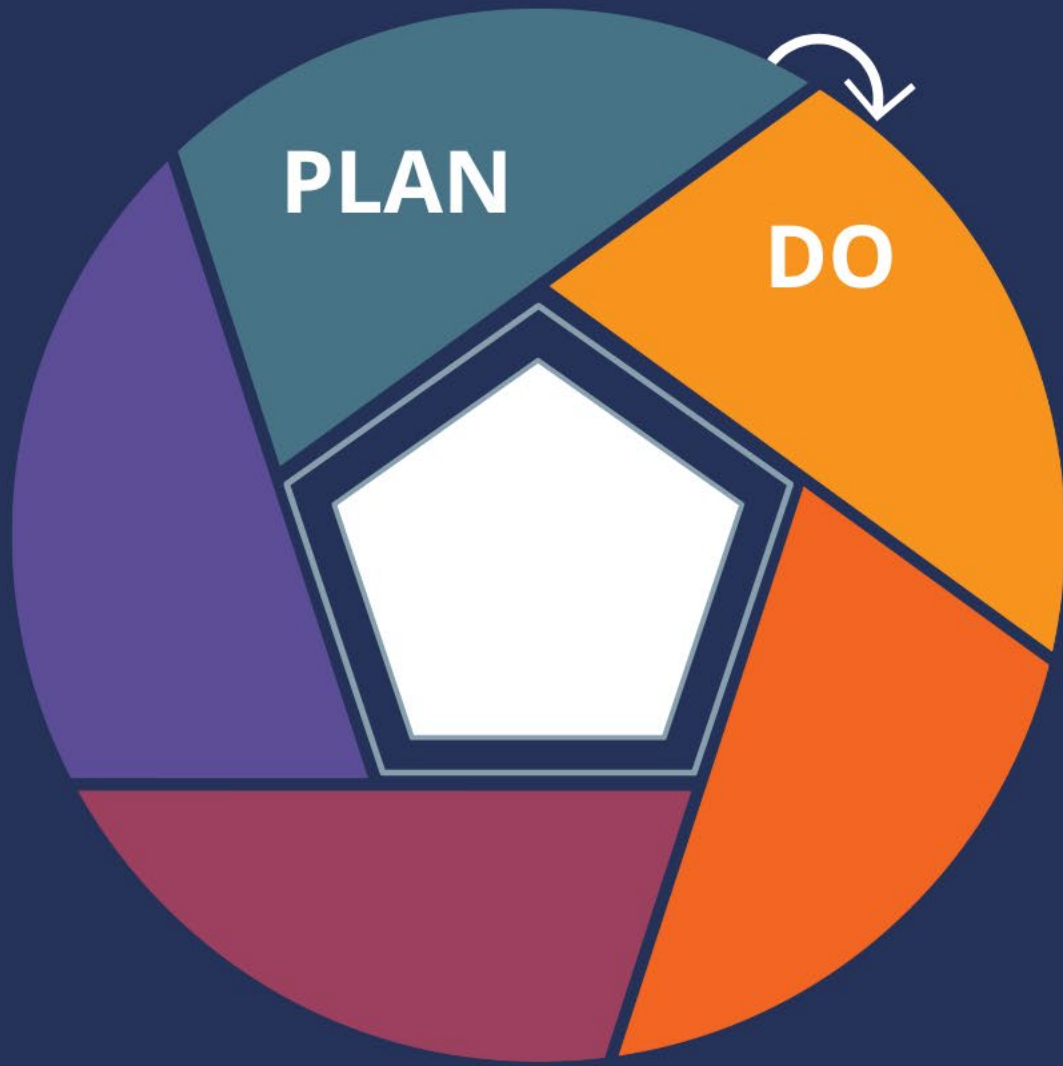


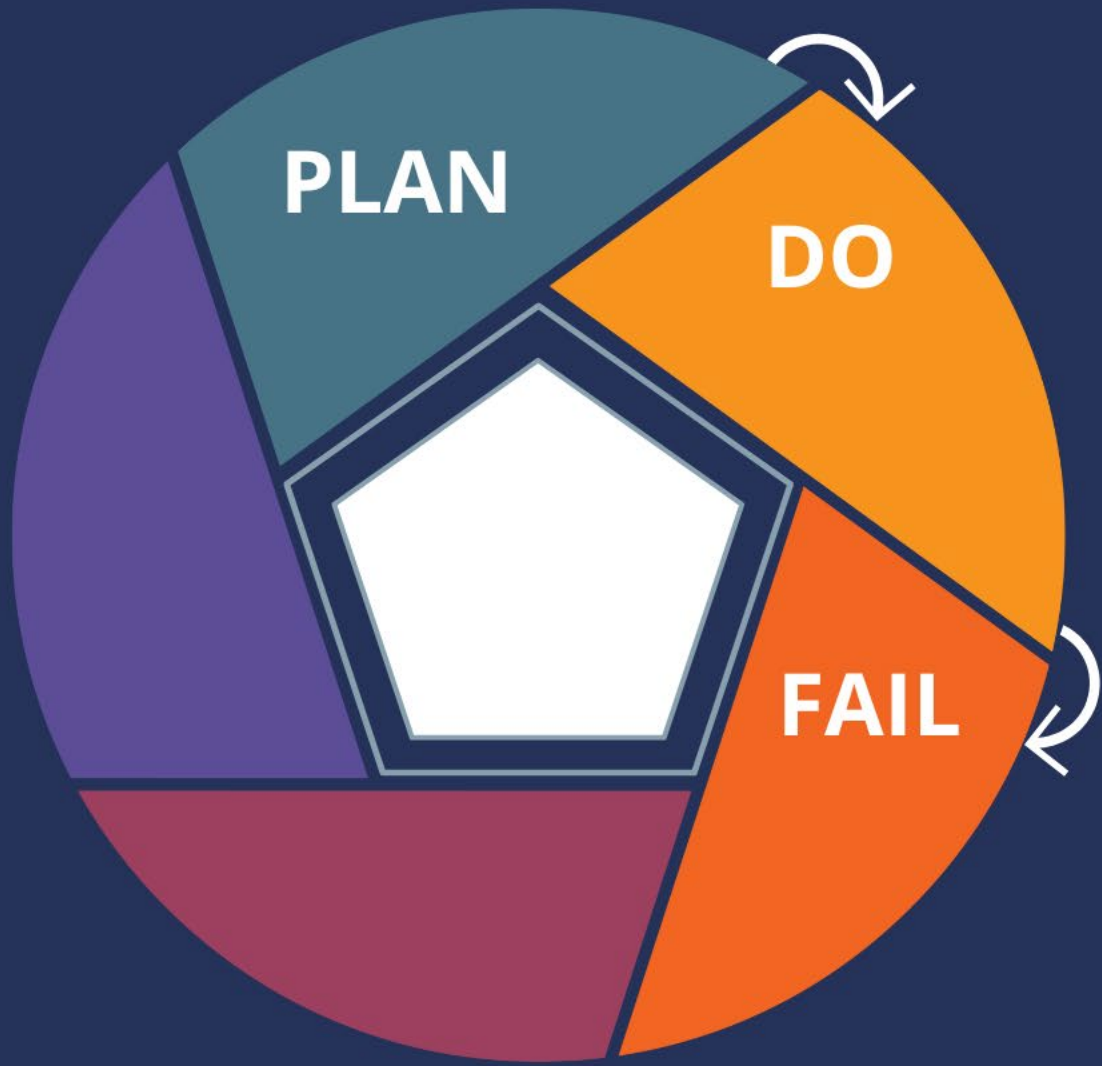
# Meet Jerry









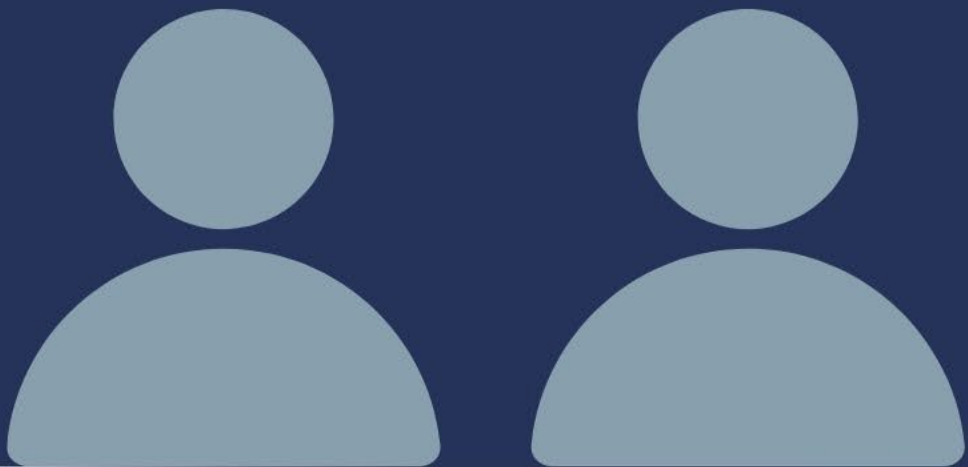


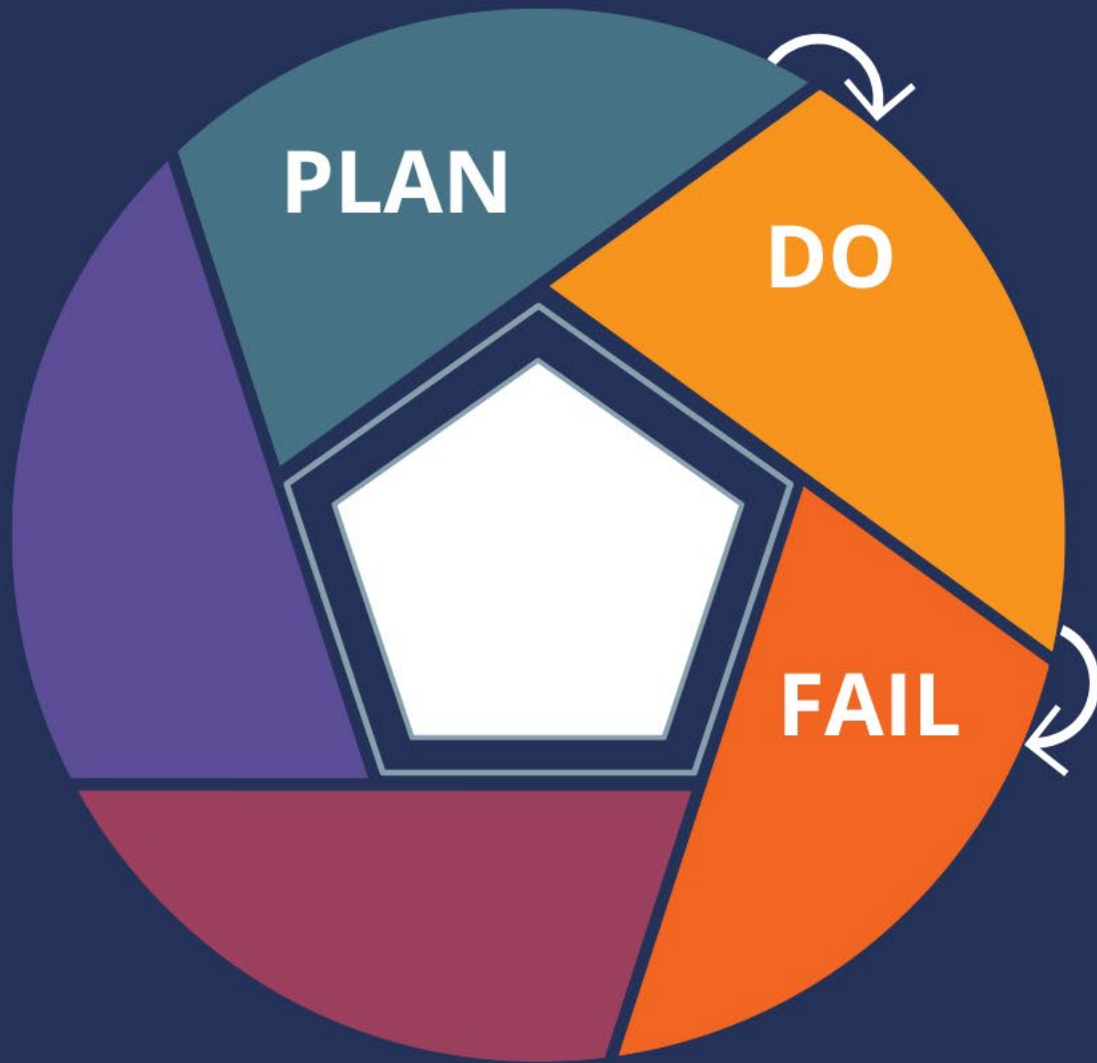
# Discussion



We all have a *Terry* story...

What is *yours*?





STUCK

IN THE

F

ACJI



# Resilient *Optimism*

Be intentional about where you put your focus

*Black &  
White  
Thinking*

ΔCJI



# VUCA



**VOLATILE**



**UNCERTAIN**



**COMPLEX**



**AMBIGUOUS**



# VUCA:

## *Emotional Side Effects*

- Analysis Paralysis
- Anxiety
- Uncertainty
- Fear
- Confusion
- Ambiguity
- Stress
- Exhaustion
- Distraction
- Lack of Control

# Resilient *Optimism*

Connect with others, especially those with a  
different perspective

## Applying an Interdisciplinary Approach

- Sociology
- Behavioral Sciences
- Psychology
- Social Work
- Education
- Growth and Development
- Anthropology

## Applying an Interdisciplinary Approach

- Sociology
- Behavioral Sciences
- Psychology
- Social Work
- Education
- Growth and Development
- Anthropology
- Medicine - e.g. Neuroscience
- Applied Military Sciences
- Aviation
- Biology
- Business
- Marketing
- Economics
- History

# ACJI's 5 Dynamics of Effective Implementation





# Statutes

## WHEN CAN

offender re-enter the community?

(Parole Eligibility Date)  
Non-Violent - PED at 75%  
Violent - PED at 50%

TODO:  
Redefine  
Violent/Non Violent and  
Requirements

# Assessment and Programming

## INFORMATION

### to Guide Decisions

- Comprehensive Assessments
- Increase Access to Tx
- Evaluate Waitlist to Ensure Efficiency

Decision

TODO:

- Review ADS Coding Process
- Require Testing for

## SHOULD

an offender re-enter the community (via community corrections or Parole)

- Eliminate Auto-Referral to CC
- Enhance Decision Options by Including CC Referral and Requirements
- Update PRGBI to include Risk, Need, Readiness (Stakes?) and New Decision Options

TODO:

- Assess Impact on PB Hearings
- Define Risk/Need/Readiness/Stakes

# DOC Referral Process

Decision

TODO:

- Include COP Referral to Specialized Beds in CC

# Community Corrections Board

WILL  
an offender re-enter the community?  
WHERE  
will supervision be?

DECISION IS BASED ON

- Risk/Need
- Readiness
- Community Ties
- Community Resources to Address Risk/Need

Decision

TODO:

- Incentivize and Resource Boards to use EBDM type tools
- Provide TA
- Create a profile for the

# Community Corrections Provider

WILL  
an offender re-enter the community?  
WHERE  
will supervision be?

DECISION IS BASED ON

- Risk/Need
- Readiness
- Community Ties
- Resources to Address Risk/Need

Decision

TODO:

- EBDM Type

# Colorado Reentry According-to-Alex Process

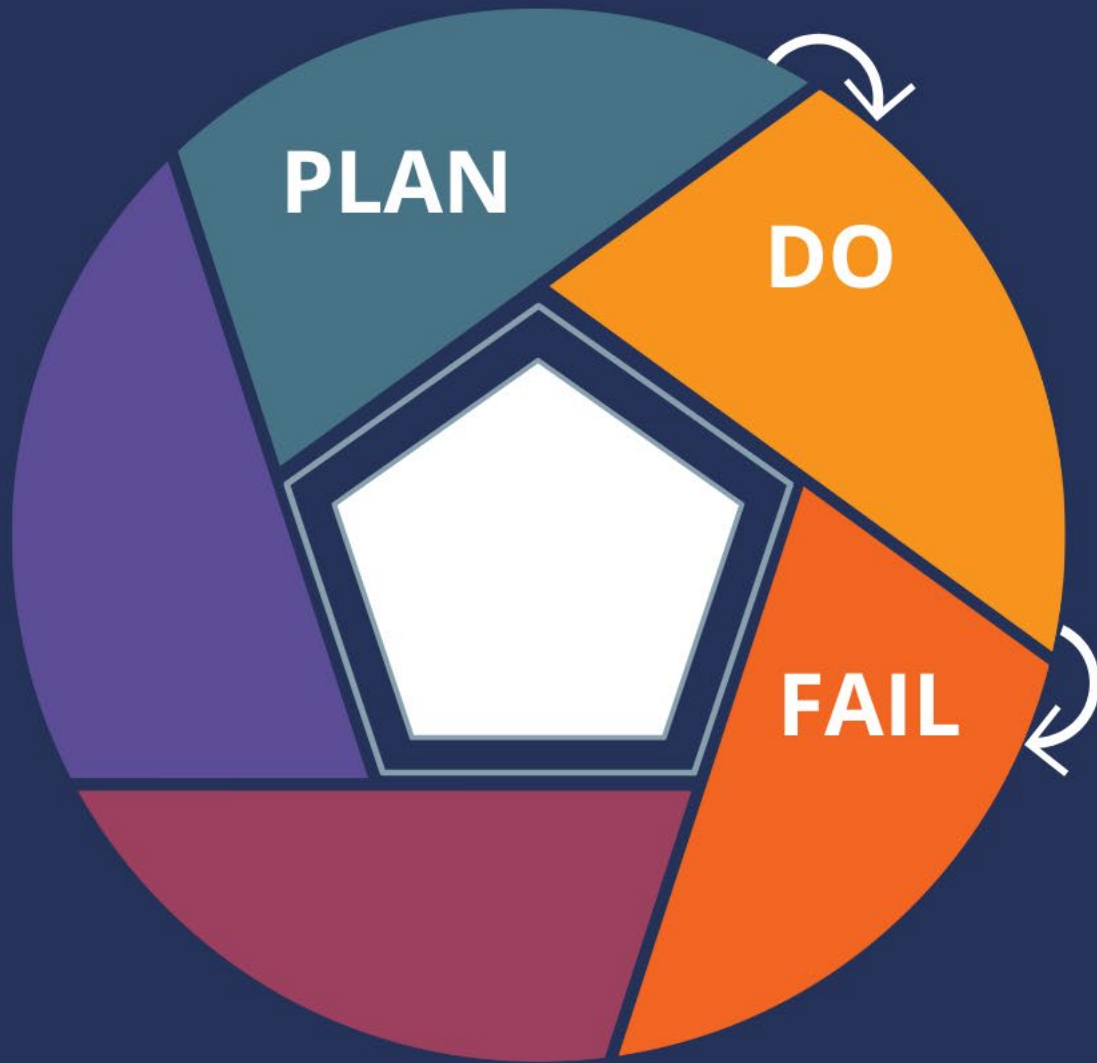
DOC  
Assessment

Parole Board  
**SHOULD**

DOC Referral

Co  
Correc





# Resilient *Optimism*

Address the negative by looking for opportunities

# This vs That

It can't be done



What does progress look like if perfection is off the table?

We've tried that before



VUCA tells us that yesterday isn't as helpful to us today... what could be true today?

This feels hard... It is easier to say no...



What would it look like to say yes?

What if we end up on the news?

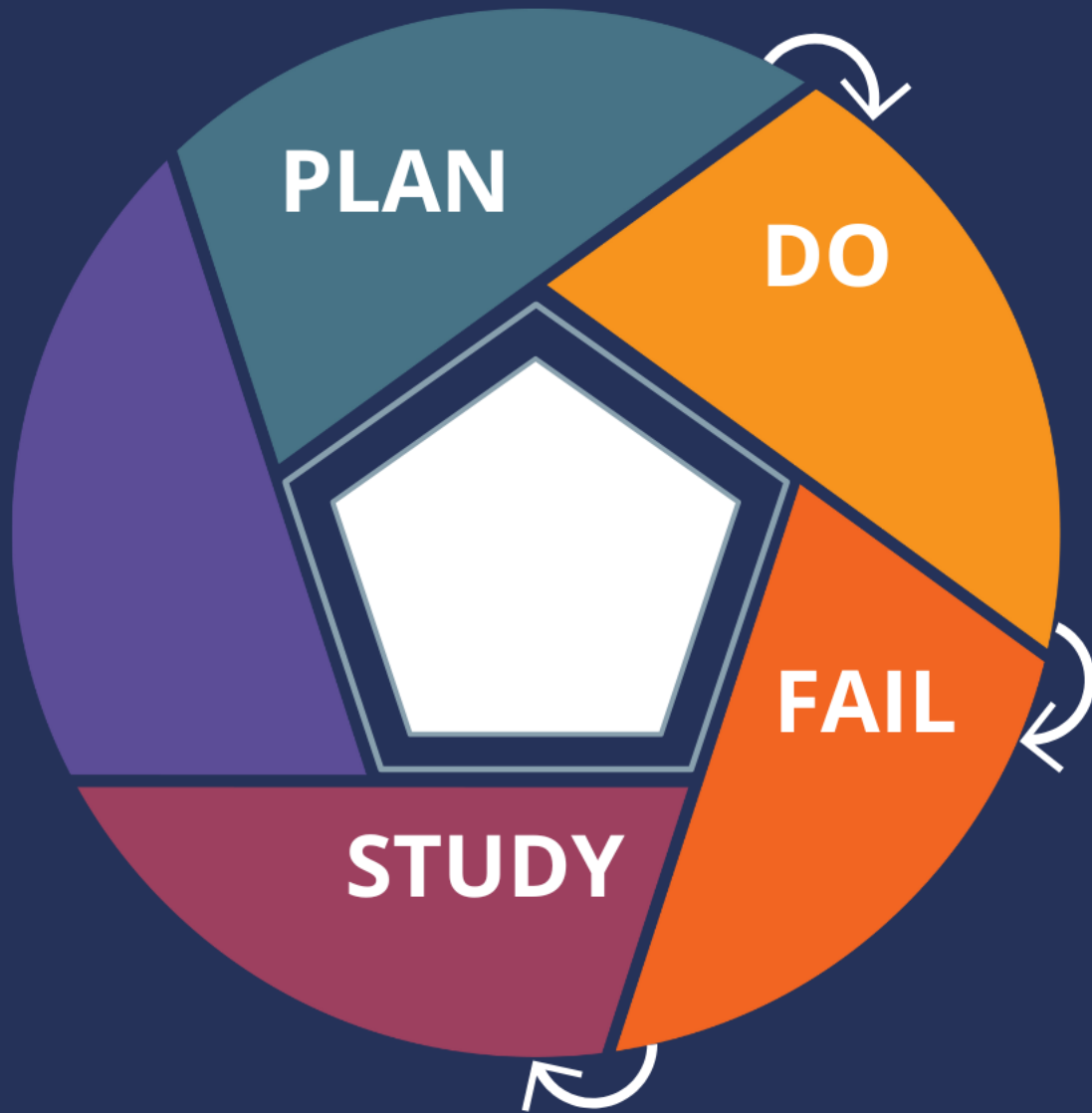


Is our job about protecting ourselves or serving others?

When things go wrong, everyone else is clearly an idiot



To what degree am I the problem?




**Ask why**

*FIVE*

**times**







# Old Habits Die Hard

#FAILFORWARDFAILOFTEN

# FAILING FORWARD

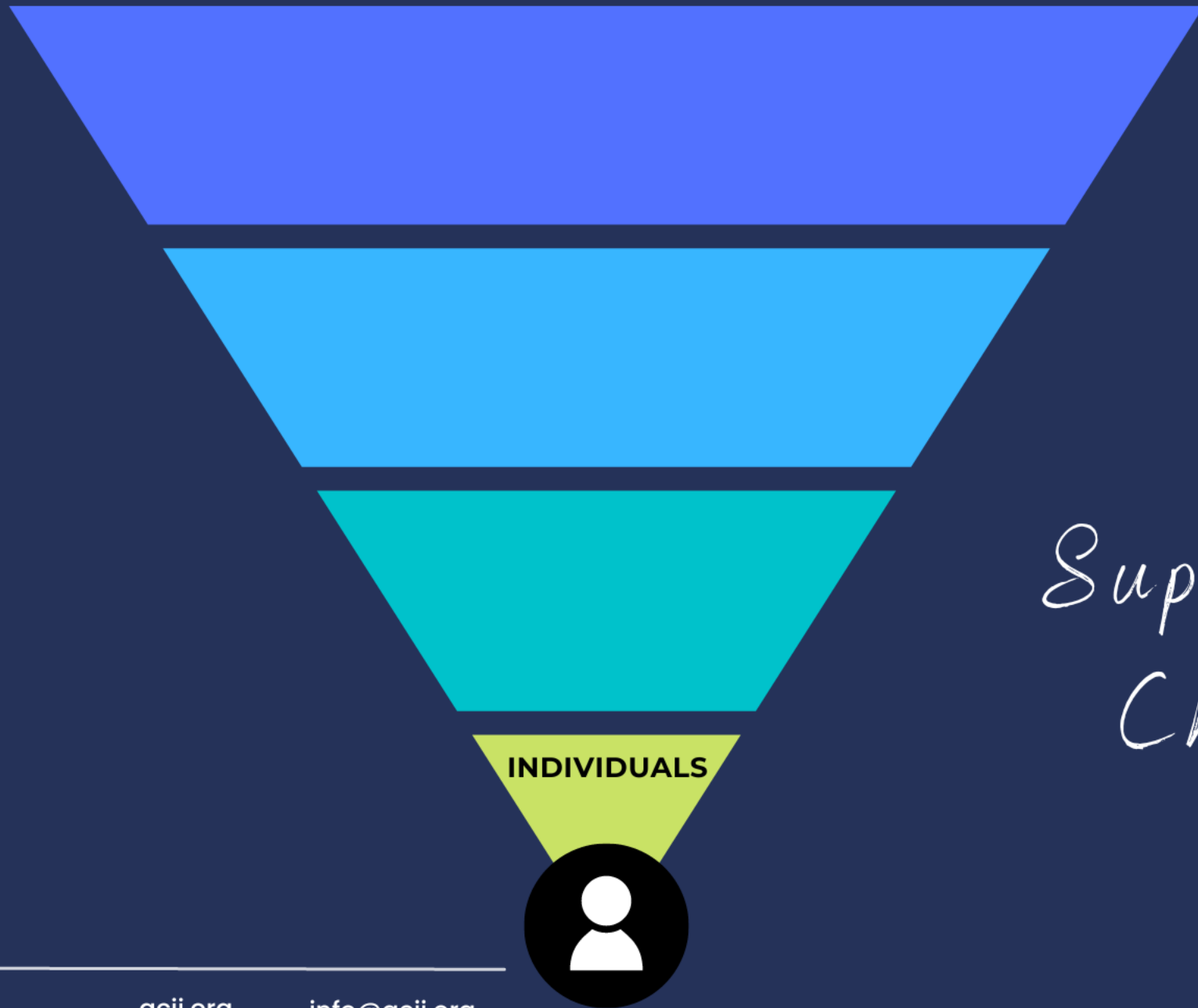




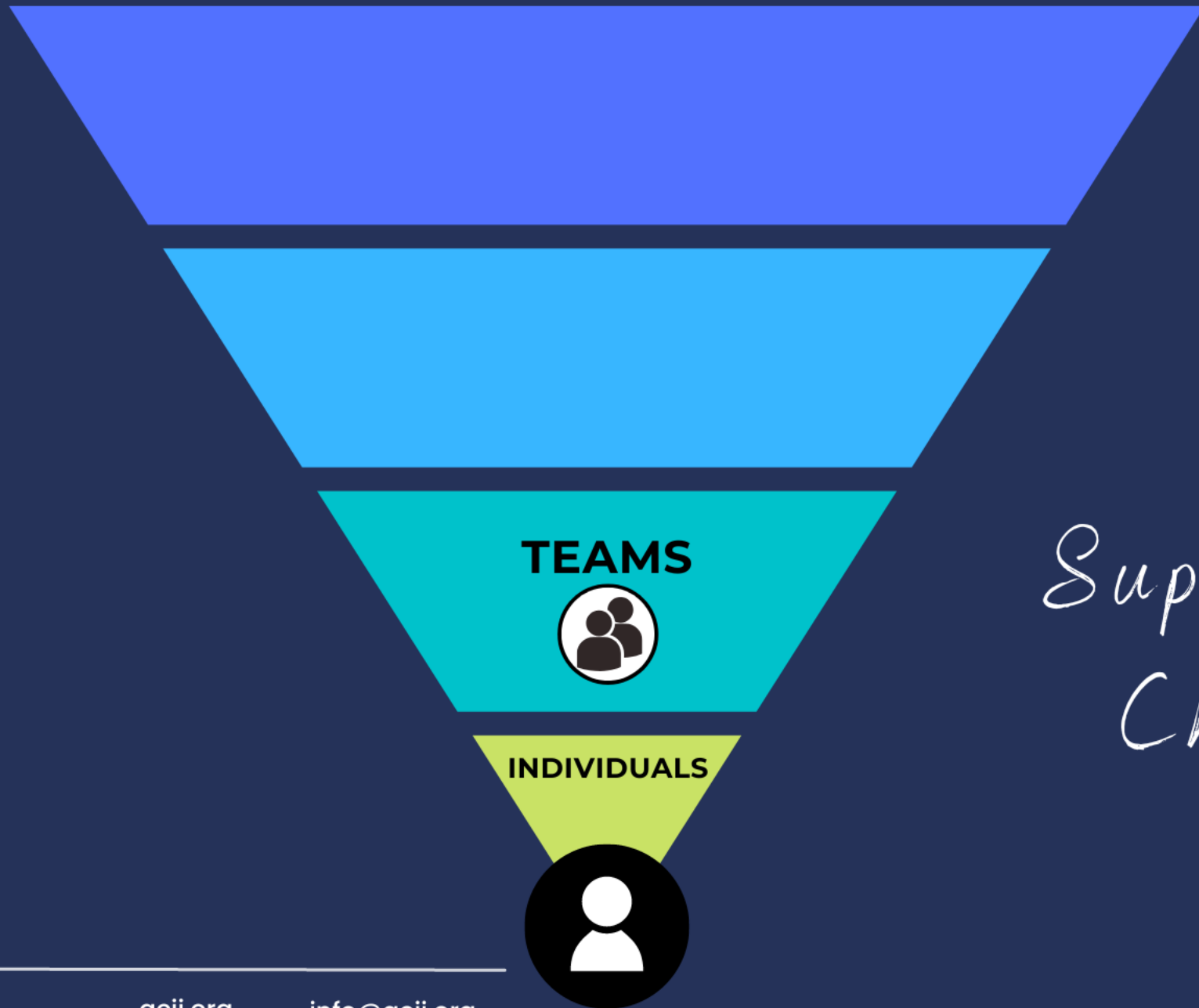
# Resilient *Optimism*

*People Improvement over  
Process Improvement -  
starts with you*

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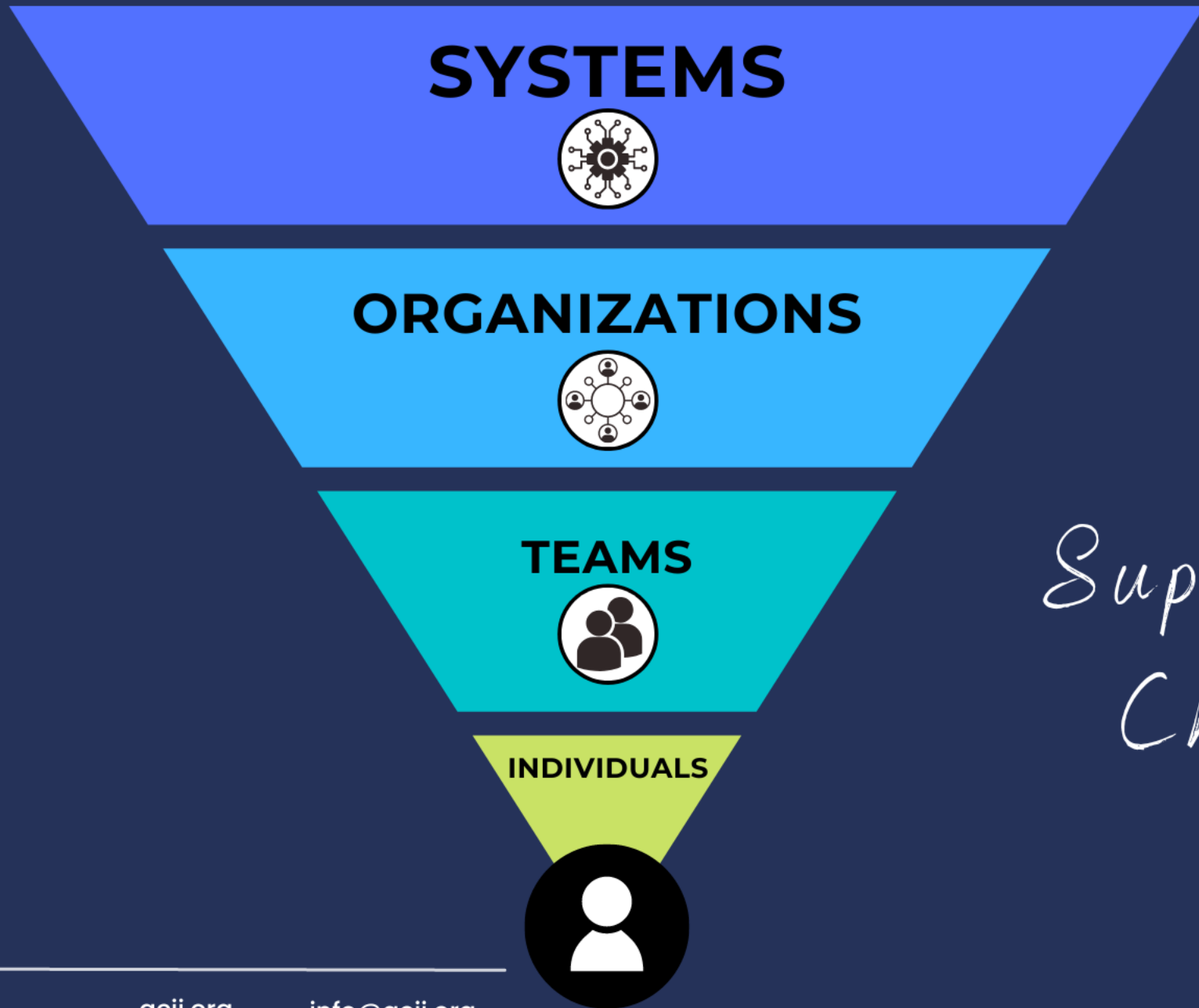
*Supporting  
Change*



*Supporting  
Change*



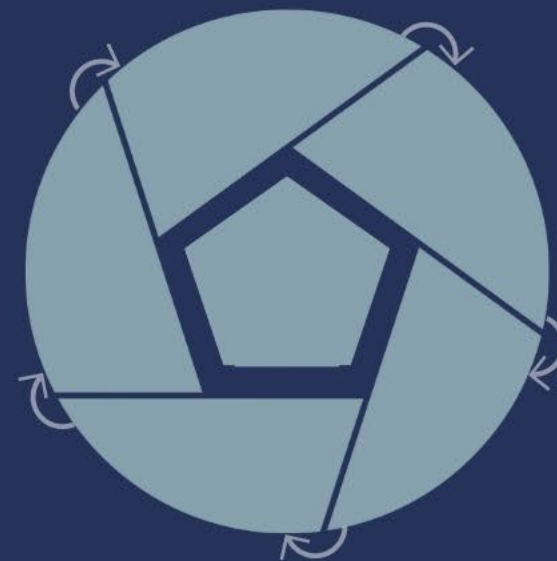
*Supporting  
Change*



*Supporting  
Change*

# Resilient *Optimism*

Things will go wrong -  
prepare for it

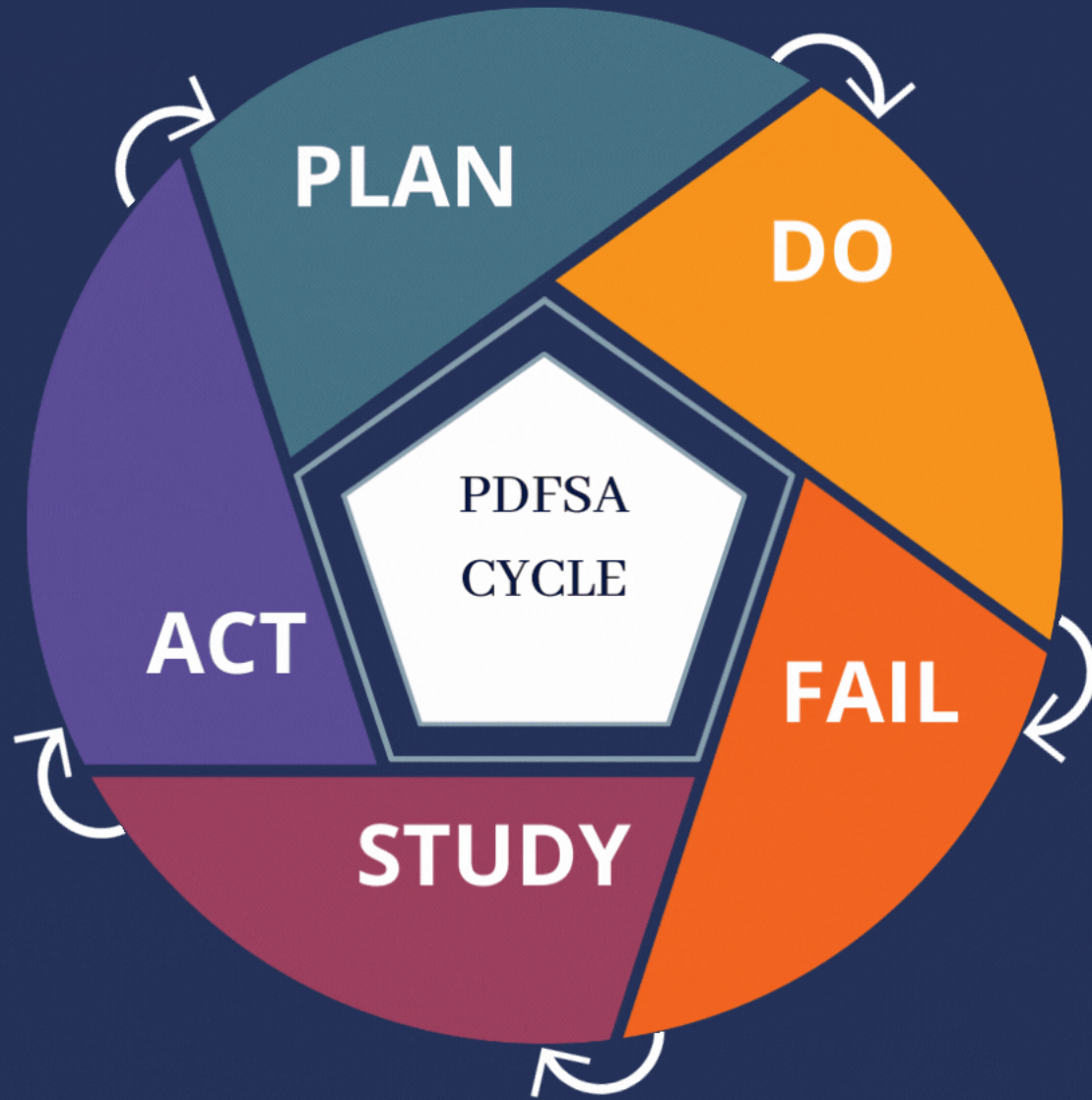


EMBRACE

THE

F





**RESILIENT  
OPTIMISM**



# Resilient *Optimism*

Be intentional about where you put your focus

Connect with others, especially those with a different perspective

Address the negative by looking for opportunities

People Improvement over Process Improvement - starts with you

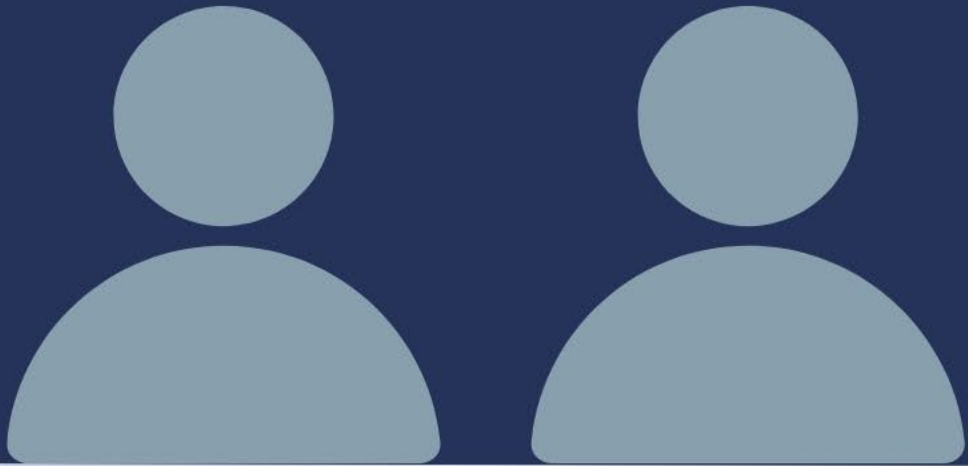
Things will go wrong - prepare for it

# Discussion



How can you be more resiliently optimistic?

Where are you stuck?



# Handout

ΔCJI

SCAN HERE FOR  
RESILIENT OPTIMISM  
HANDOUT



#resilientoptimism

# Resilient *Optimism*

Be intentional about where you put your focus

Goals vs Systems

# Resilient *Optimism*

Connect with others, especially those with a  
different perspective

What do I want to learn?

# Resilient *Optimism*

Address the negative by looking for opportunities

If I were 10x BOLDER what  
would I do?

# Resilient *Optimism*

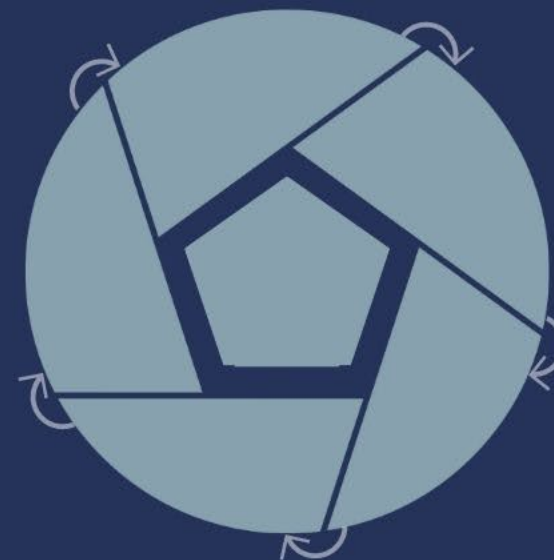
*People Improvement over  
Process Improvement -  
starts with you*

Where do I need to grow?

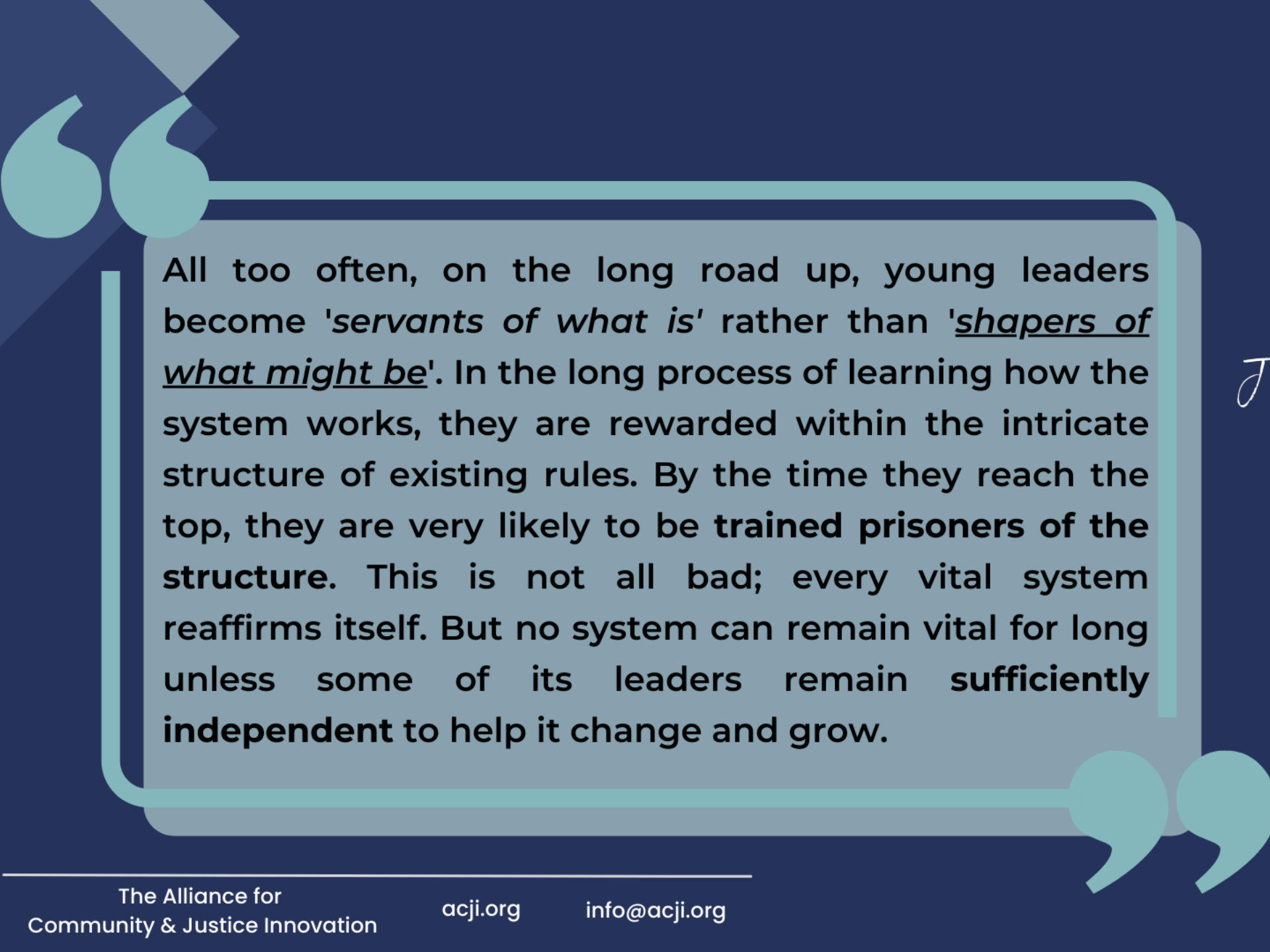
# Resilient *Optimism*

Things will go wrong -  
prepare for it

What, inside of me, will  
get in the way?





A large, light blue graphic of a quotation mark is positioned on the left side of the page, framing the main text. The quote is enclosed in a light blue rounded rectangle with a white border. The text inside the rectangle is in a bold, black, sans-serif font.

All too often, on the long road up, young leaders become '*servants of what is*' rather than '*shapers of what might be*'. In the long process of learning how the system works, they are rewarded within the intricate structure of existing rules. By the time they reach the top, they are very likely to be **trained prisoners of the structure**. This is not all bad; every vital system reaffirms itself. But no system can remain vital for long unless some of its leaders remain **sufficiently independent** to help it change and grow.

*John Gardner*

(1912 - 2003)

Former US  
Cabinet Member

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# Thank you!

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 @dr-alexandra-walker

#resilientoptimism

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