

The RED Chair Approach to Establishing Expectations



Mrs. Arndt (Coach Ron's Sweetness) has very high expectations of her children in her classroom. She takes a lot of time at the beginning of the year to lay out the "boundaries" of what is acceptable and unacceptable behavior. When children in Mrs. Arndt's



Kindergarten class repeatedly misbehave; act rudely; are inconsiderate of their class mates after having been advised of what good behavior looks like; or refuse to abide by the rules of the teacher they are warned of the consequences. That consequence is that the offending child must "sit in the **RED chair**" for a designated period of time. After 34 years of teaching First Grade and Kindergarten, Mrs. Arndt has learned and taught "the power of expectations." Rules and boundaries are set; when they are broken she speaks with the child; after repeated offenses...the consequence! **The RED chair**. What is amazing is that it works (*even for our kids when they were young*); it is non-violent; and it honors the student's ability to make choices.

While coaching one of my clients about his challenges regarding staff who repeatedly come to work late; ignore his requests; and fail to participate in the morning huddles and team meetings, I shared with him my wife's strategy to "encouraging" her children and their behavior. He jumped on this boundary thing with a passion! He decided that in place of the **RED Chair**, he would insist that offending staff, after repeated counseling, would be required to wear a specially selected jacket (**he calls it his Accountability Jacket**) for the day treating patients as a consequence of their non-compliant behavior. **His idea has met with great resistance and consternation.**



He is beside himself and asked me if I would ask my readers why this is meeting such opposition and what other alternatives might be available to him. I thought I would "humor" this doctor and so below are some questions he wanted answered. I would love to have you reply in the **COMMENT** box found on my website. What do you think about this doctors questions?



1. What's wrong with using this **Accountability Jacket** just like the **RED Chair**? I see it as a consequence for bad behavior.
2. How much crap should I have to put up with "misbehaving" staff?
3. Some just won't listen to what I want and they balk at simple requests.
4. They're like kids and I feel they need to be treated just the same.

Shame on them for being such lax workers.

5. What would you do if you were in my shoes and a staff person(s) continually come tardy to morning huddles and then "mope"?

