

Focusing on Progress: Using Incentives to Motivate Lasting Change

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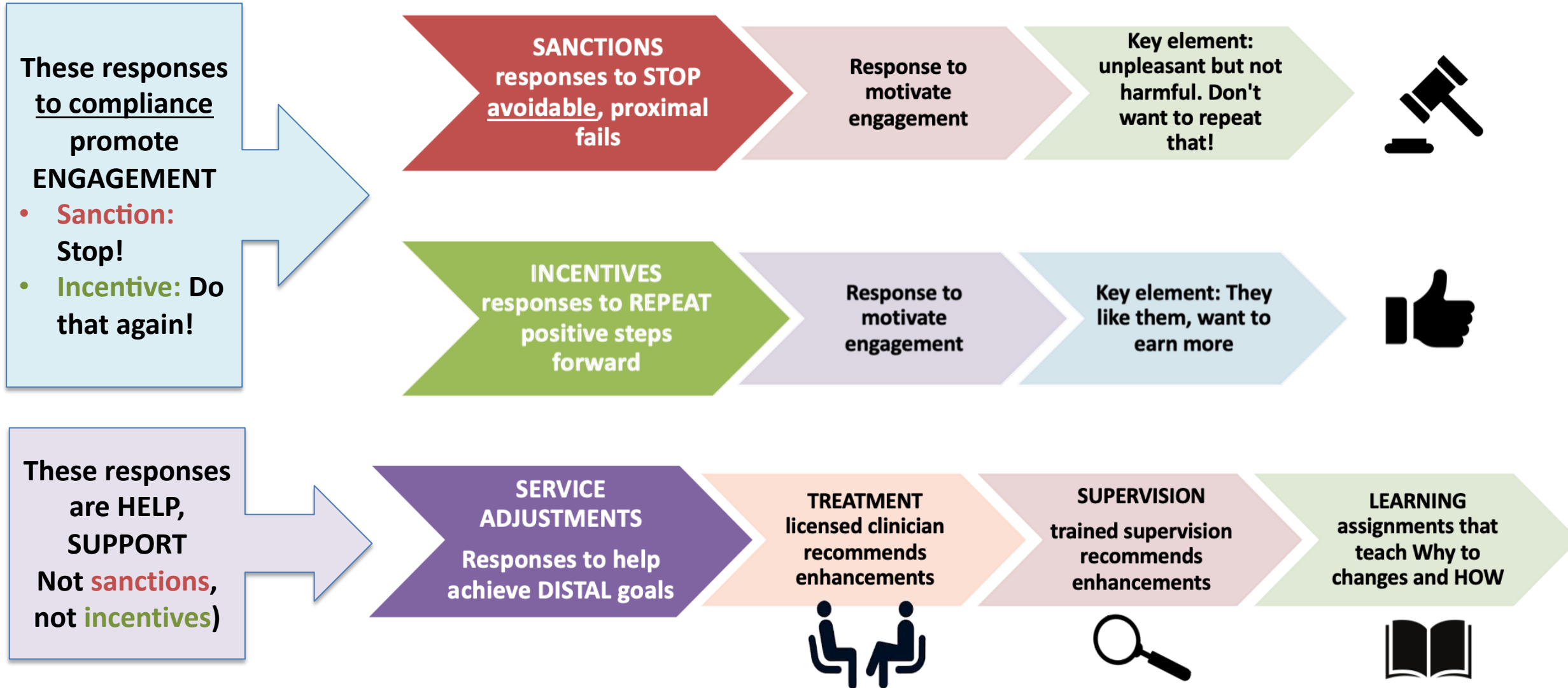
Noteworthy Updates in the 2nd Edition!

**Good News: No Real Changes,
But Awesome Clarity!**

- Why incentives are essential
- What behavior to reward & when
- What to do when some not so good behaviors also occur
- How to choose the right incentives
- How many? Is 4:1 enough?
- What to do if you don't have a budget?
- How to deliver incentives effectively



Quick Review: Our Terrific Tools!



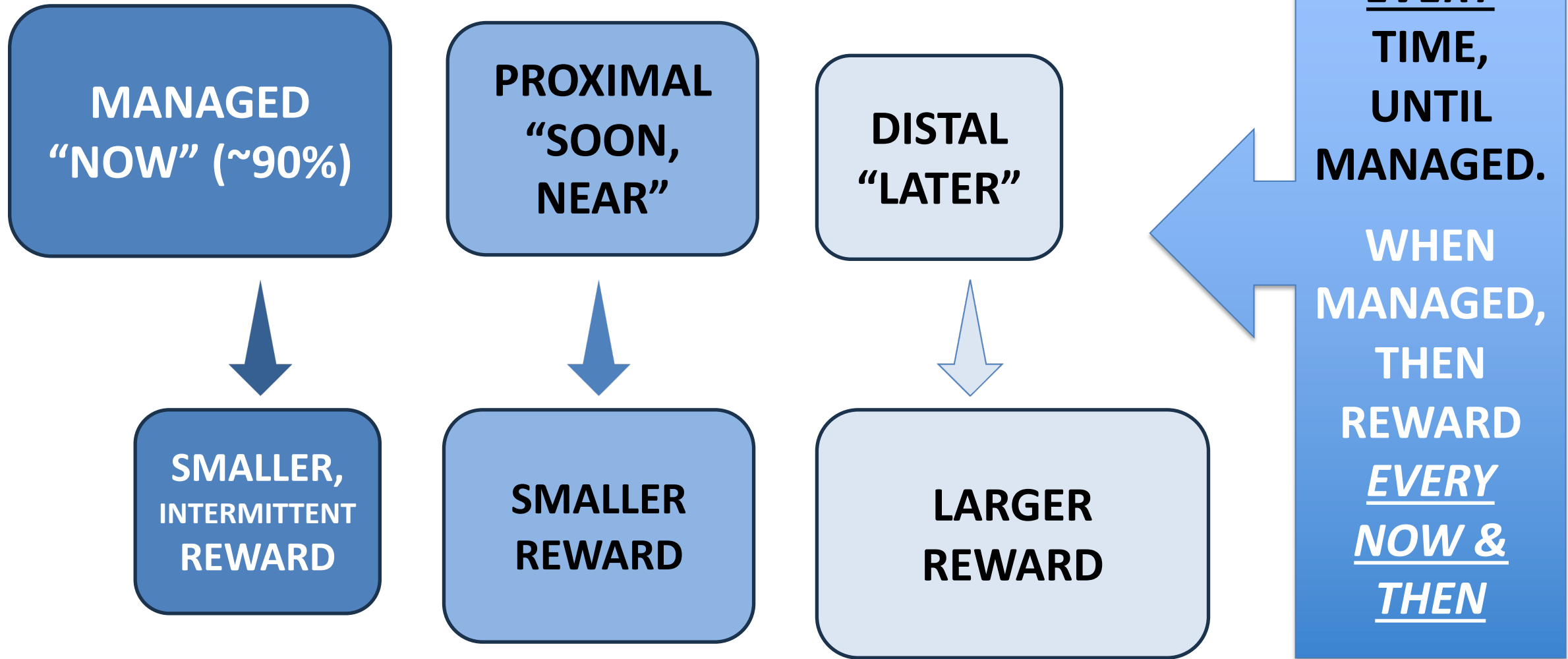
Contingency Management Works

- A highly effective strategy that **rewards positive behaviors** and imposes **consequences for inappropriate behaviors**.
- **Significantly improves outcomes:**
 - Longer periods of treatment retention
 - Longer periods of abstinence
- Emphasis on **seeing** & **REWARD**ing progress
- Based on decades of research, successfully applied to HR/HN treatment court populations
- **But...only works if we understand proximal, managed & distal behavioral goals**



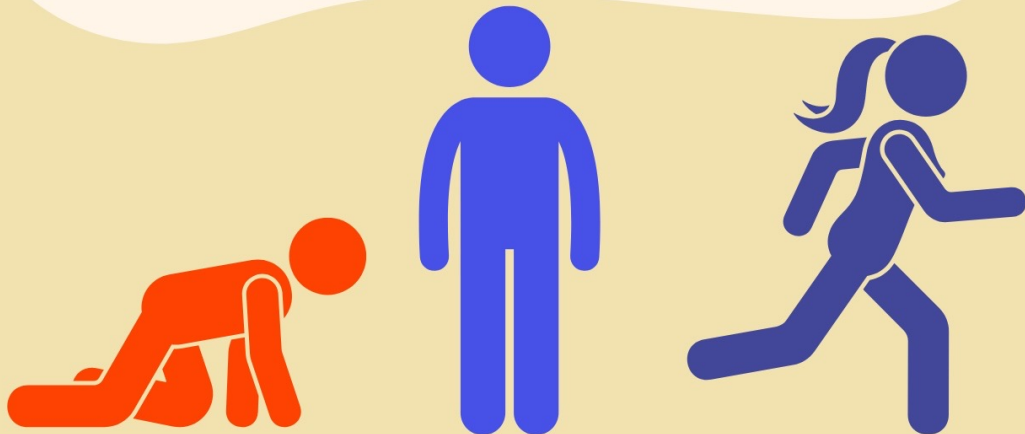
What size should the rewards be?

It depends on proximal & distal behaviors!



What Behavior Do We Reward? ALL PROGRESS

**LITTLE STEPS
MATTER**



**Achieving ALL target behaviors,
EVERY time until managed, then
intermittent**

- Showing up*
- Effort*
- Honesty*
- Testing progress*
- **Phase Promotion, Graduation**
- Treatment Progress
- Sobriety Milestones
- Recovery Support Achievements
- Helping Others (Clients, Community)
- Prosocial Achievements (job, GED, volunteer work)

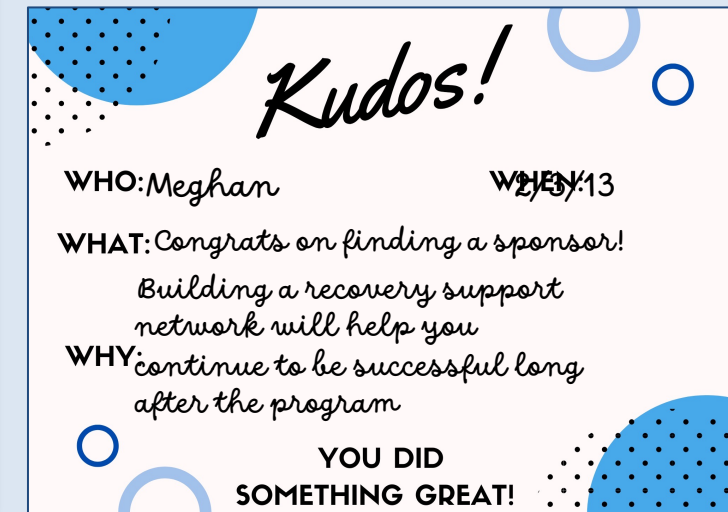
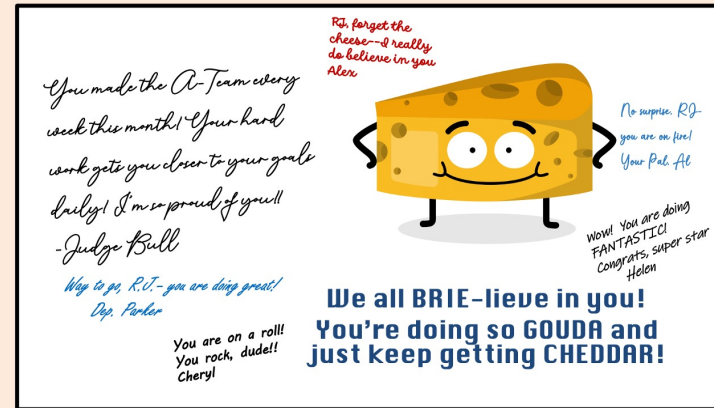
No Budget? No Problem!

- Most of what reward are small steps.
- Incentives need not be extravagant!
- Rewards can be tangible and intangible.
 - Praise & Public Recognition
 - Tokens & Kudos Cards
 - 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)



Why Incentives Work

- Because they feel good, are validating, build confidence, they can have **LONG-lasting effects.**
- **Addiction is a chronic disease with a 40-60% likelihood of recurrence**
- Incentives remind: **“I did it before. That means I can do it again. I can do hard things.”**



How Many is Enough?

Standards: Incentives Must Far Outnumber Sanctions!

➤ 4:1?

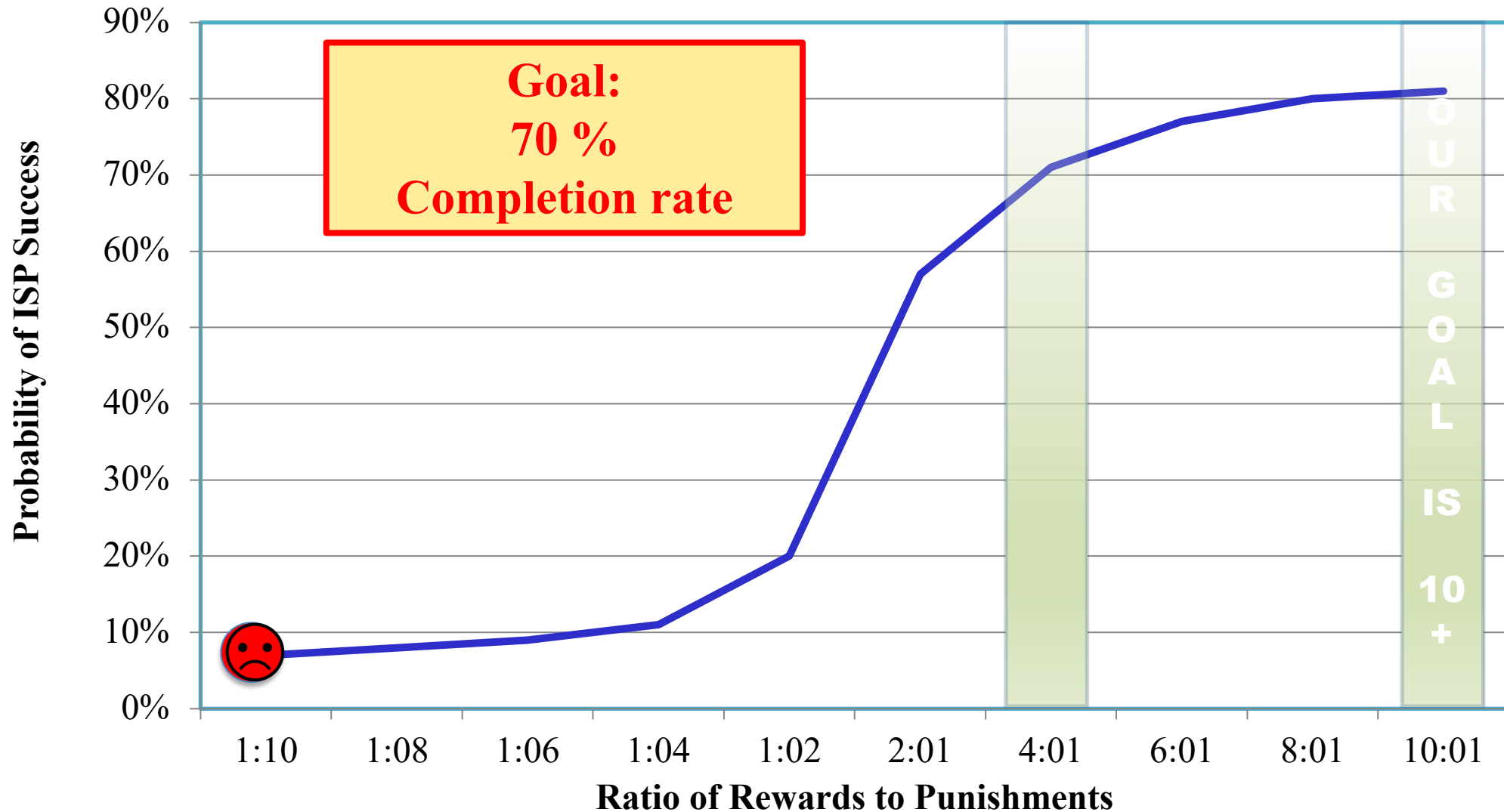


➤ 10:1 is better.



Research shows significantly greater reductions in substance use and crime for programs that offered frequent, consistent praise and other incentives (Rossman et al., 2011).

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



Getting to 10:1

- Doesn't mean we must find 10 positive behaviors for every 1 inappropriate behavior.
- That is not ever going to happen!
- **Many incentives we use contain MULTIPLE evidence-based incentives!**



Impact Wanes Quickly: Act Fast!

- 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!**
- Team communicates throughout the week via email
- Empower & encourage all team members to deliver incentives immediately.
- **The judge will review at court hearing, creating a learning opportunity for all.**



Participants must like their incentives! How do we know what they like?

ASK THEM! Let them CHOOSE.

Use a variety of incentives & MIX it up!

- **Handout:** Use this form to discover what your participants like.
- Form also probes interest in our recovery capital-building prosocial activities, including options for...
 - ✓ Recreation/Leisure
 - ✓ Social opportunities
 - ✓ Group excursions
 - ✓ “Things I’d Like to Try”

Incentives Questionnaire

Name: _____

Date: _____

1. Please list three of your favorite snacks/candies. _____

2. If you had \$20 dollars to buy whatever you wanted, what would you buy? _____

3. If you had 1-3 hours of free time, what would you really like to do? _____

4. If you had 1 day of free time, what would you really like to do? _____

4. Please list three of your favorite sober things to do at home and/or with friends: _____

5. Please list two people who support your recovery: _____

6. What are your favorite treatment court incentives? (Circle all that apply)

Fishbowl	Spin the Wheel	Praise, positive feedback	
Gift Cards	Bowling Passes	CS Removal	Curfew Reduction
Zoom Court	Candy, treats	Certificates	“A” Team/MVP
Treasure Box	Movie Passes	Contests	Decision Dollars
VIP Parking	Bingo Challenge	Fast Pass: Court / Lab	

Other: (Specify) _____

Only Works When Associated With the Behavior

- Participants often don't recognize or value prosocial behavior
- Explain WHAT we liked and WHY we liked it. HOW repeating it will impact THEIR goals. Be specific!
- Without the learning opportunity, the effect of the response is minimal at best.
- This helps them understand
INTRINSIC REASONS to follow the
rules!



Change the tape: Court is a place of learning, support and hope!

Look for—and REWARD—the baby steps!



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

What's on your incentives list?

Per the Standards: "These are NOT Incentives!"

- Reductions in treatment contacts or groups
- Reductions in recovery support requirements
- Reductions in testing types and frequency
- Reductions in office contacts or home visits
- Reduction in court appearances

These are **SERVICE ADJUSTMENTS**— evidence participants' hard work paid off. They are getting better & don't need as much of our attention



Ensuring they understand the difference between incentives and service adjustments builds confidence, instills hope, improves outcomes.

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 & PUBLIC RECOGNITION

**PRAISE
APPLAUSE
CARDS, KUDOS CARDS
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**



Congratulations, Sarah! 🎉
Kudos from the Peer
Support Team! 🙌 You made
the All Star board again this
week!! ✨ You are doing
awesome 👑 We knew you
could do it. Keep up the
great work! 🙌🙌🙌👑

Delivered

Other Forms of Team Approval

Probation/Treatment:

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

Judge/Team:

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

Video Clip of Judge's Praise



- Sarah shared the news with her Case Manager that she went to STAR Court Movie Night with the team deputy and some of the other female participants yesterday and had a great time!
 - Because Sarah got off to a rocky start, the CM wants the Judge to **immediately** reinforce the behavior with praise and encouragement.
 - CM films Judge (with her phone) telling participant **WHAT** she did great and **WHY** it was great. Judge encourages Sarah to repeat the positive behavior.
 - After filming the Judge, the CM hit “send”!
- **Note: This praise technique is NOT just for judges!!**



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.**

Note: Great way to maintain connection (and instill hope) with participants in residential treatment.

Public Recognition: Positive Peer Boards

"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 for a learning opportunity!



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



"No MVPs, please!"

Other Fun Ways to Use: Celebrate Phase Progression

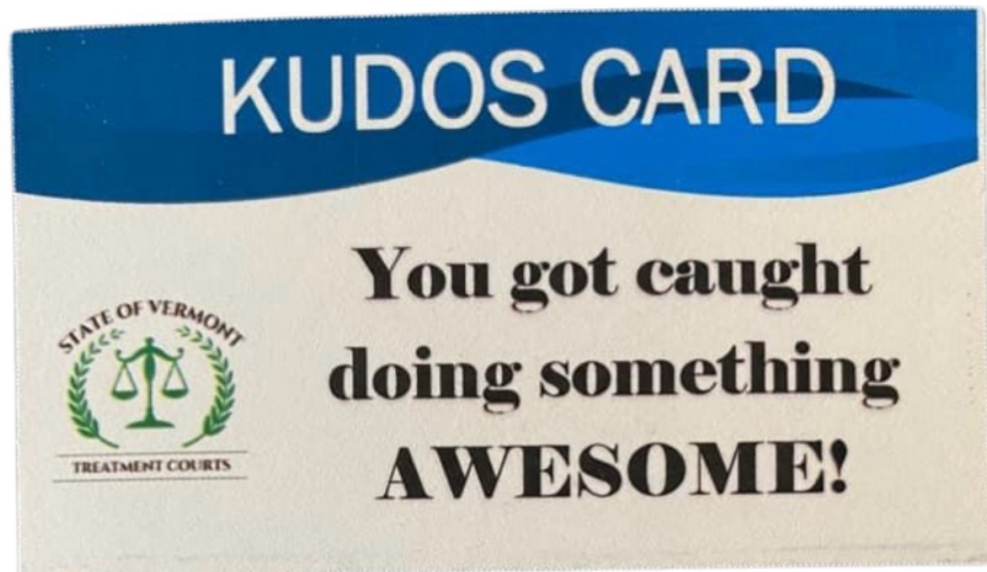


Making the Most of Public Recognition

- Display/announce to entire group in court
- 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

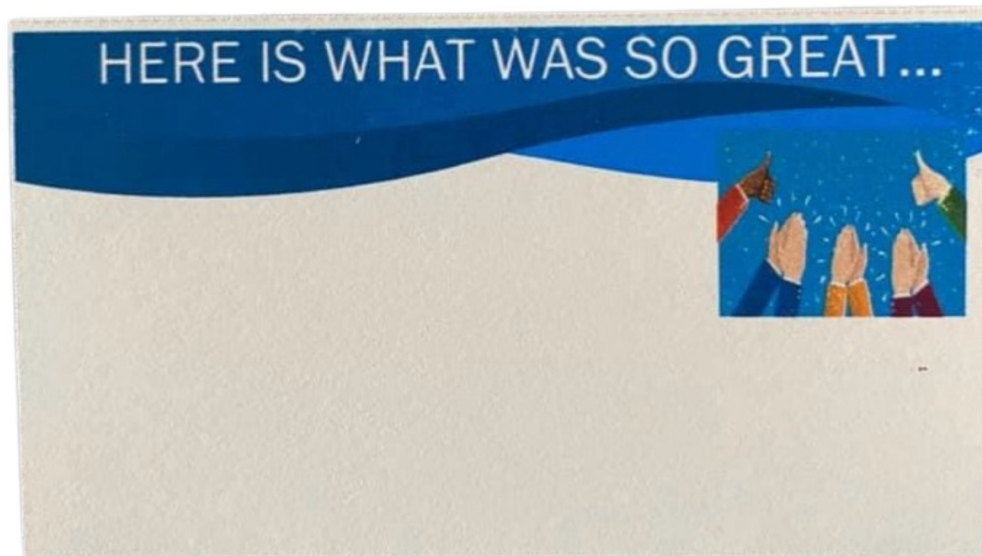


You Can Do a LOT With Kudos Cards: Praise, Public Recognition & Opportunity to Win



Why they're great:

- Conveys **SPECIFIC** praise from the team
 - Huge space (4x6") for writing, "Here's what was so great"!
- **Immediate!**
 - Every team member including the judge, LE & DA has a stack of them
- **Versatile**
 - Bring them to court and show the judge!
 - Can also be used for drawings and then returned as a **keepsake** reminder: "I can do hard things."
 - **A great option if client didn't make the "A" Team, but still made some good choices.**

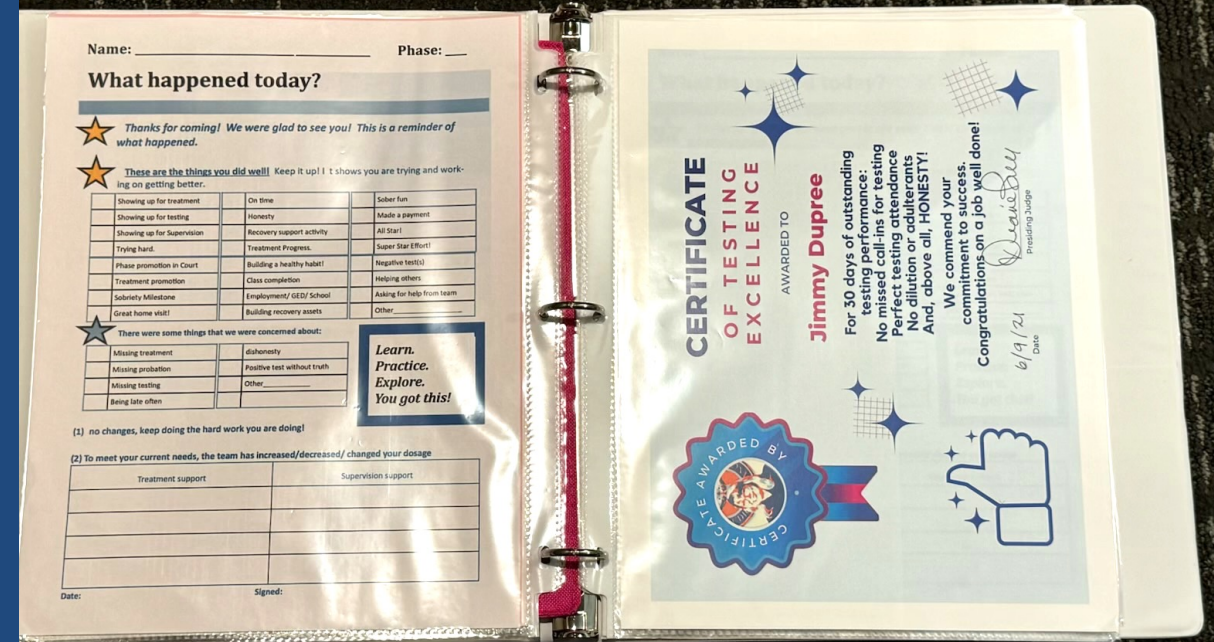


Practice Tip:

All participants receive a notebook at orientation containing:

- Participant Handbook, useful forms
- A pencil pouch (for small items)
- 12+ clear plastic sheet protectors for:
 - Weekly Court Progress Reports
 - Certificates, recovery quotes
 - Homemade Cards, Kudos Cards
 - Fishbowl Slips, Decision Dollars

At the end of the program, it's a scrapbook of their recovery journey, a powerful reminder, "I can do hard things"



Kudos!

Don't have
time to write
it out?

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

WHO:

WHEN:

WHAT:

WHY:

**YOU DID
SOMETHING GREAT!**

Kudos!

WHO:

WHEN:

WHAT:

WHY:

YOU DID
SOMETHING GREAT!

Kudos!

WHO:

WHEN:

WHAT:

WHY:

YOU DID
SOMETHING GREAT!

Kudos!

WHO:

WHEN:

WHAT:

WHY:

YOU DID
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WHO:

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WHAT:

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Kudos!

WHO:

WHEN:

WHAT:

WHY:

YOU DID
SOMETHING GREAT!

Kudos!

WHO:

WHEN:

WHAT:

WHY:

YOU DID
SOMETHING GREAT!

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.

Kudos Cards: 6 INCENTIVES IN 1:

1. Immediate praise/written reminder from team member
2. In court: specific approval from judge/team
3. Public recognition
4. Peer approval (applause)
5. Use for a prize drawing in court
6. Tangible item to keep



Treatment Court Certificates

We Celebrate All Target
Prosocial Behaviors

Free templates/ images
created at www.canva.com



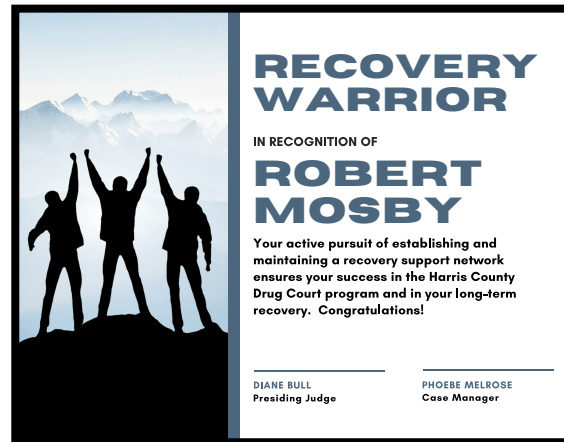
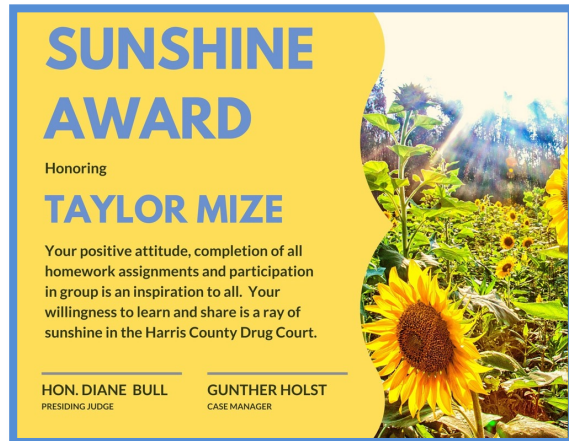
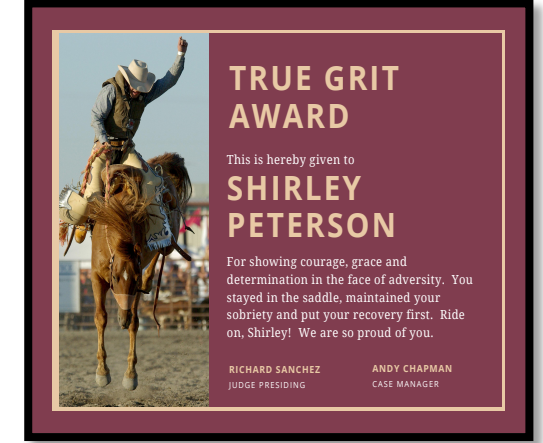
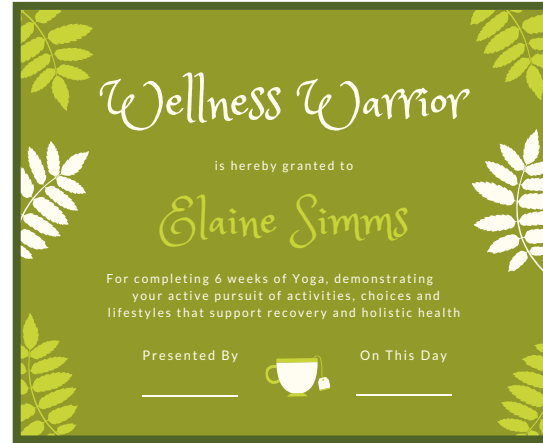
Use Certificates to Reward Achieving All Target Behaviors Large and Small

- Attendance*
- Timeliness*
- Effort*
- Testing Progress
- Sobriety Milestones
- Program Completions
- Treatment Progress
- Recovery Support Progress
- Volunteerism
- Helping Others
- Employment/School Successes
- Extraordinary Efforts
- Phase promotion
- Graduation



Celebrating MRT Completion in Craighead Co, AR

Handout: So Many Things to Celebrate!



Celebrate small steps and giant leaps with certificates. They might just keep them forever.



5-6 INCENTIVES IN 1:

1. Certificate = MVP! MVPs go first.
2. Specific approval from judge/team
3. Public recognition
4. Invites peer approval (applause)
5. Tangible item to keep

Bonus: Powerful learning opportunity for all! **Use notebooks!**

Making the Most of Certificates

- In court, read aloud to group. If virtual, share image so all can see.
- Photo op with the judge!
- **It's all in the delivery. This is a BIG deal!**
- **Practice tip:** Dollar Store frames make your certificates look amazing



More Practice Tips:

- Include specific language on the certificate: **WHAT, WHY, HOW.**
- Any team member can present a certificate.
- Try pairing with “**supervisor praise**” technique.
- Always have some blank certificates on hand.

Certificate made on www.canva.com



Recognition: Fun With Trophies

Recycle old trophies:

- Baseball: “You knocked it out of the park! Home run!”
- Football: “Touchdown!”
- Bowling: “You bowled us over”

DIY something crazy:

- Recovery beast!
- Golden G.O.A.T.



Your progress and determination are impressive!
You deserve this week's
G.O.A.T. AWARD
Date: _____
Recipient: _____




Two Ways to Reward Participants

**Give them
things that
they like.**



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



A close-up, high-angle shot of a silver stopwatch. The dial is white with black markings and features the words 'FREE TIME' in large, bold, black letters. The word 'FREE' is partially obscured by a red needle. The stopwatch has a silver metal case and a crown at the top. The background is a plain, light color.

**Our clients are in
short supply of
time, money, &
freedom.**

**Use Incentives That
Ease the Burden**

“Easing the Burden”

- Clients value rewards that give back some of their time, money, and freedom
 - Go first and leave at court, jump the lab line
 - Report to court virtually
 - Small one-time, 1-hour adjustments in curfew.
 - Discounts on fees
- Give community service as a program requirement (restorative justice) 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!**

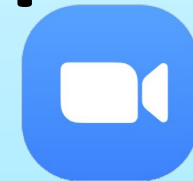
**YOU'RE #1 !
GO 1ST AT
COURT REVIEW !**

**You've got it made in the shade!
Subtract 8 HOURS of your "Give
Back" Community Service.**

Making the Most of “Easing the Burden”

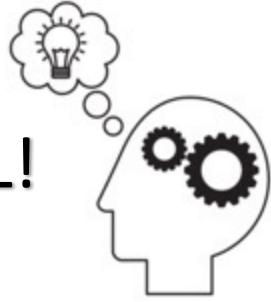
- As always, ASK participants what they like.
Let them choose from comparable rewards.
 - Ex. A curfew extension is not valued by a “home body.”
- Other than in phase-ups, **do not take away court, treatment and supervision contacts as rewards.** These contacts are based on research & necessary!
 - Rewarding with occasional **virtual reporting is a good compromise.**
- **These are great fishbowl and wheel prizes.**

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



**zoom
Pass!**

I USED A
TREATMENT SKILL!
100 POINTS

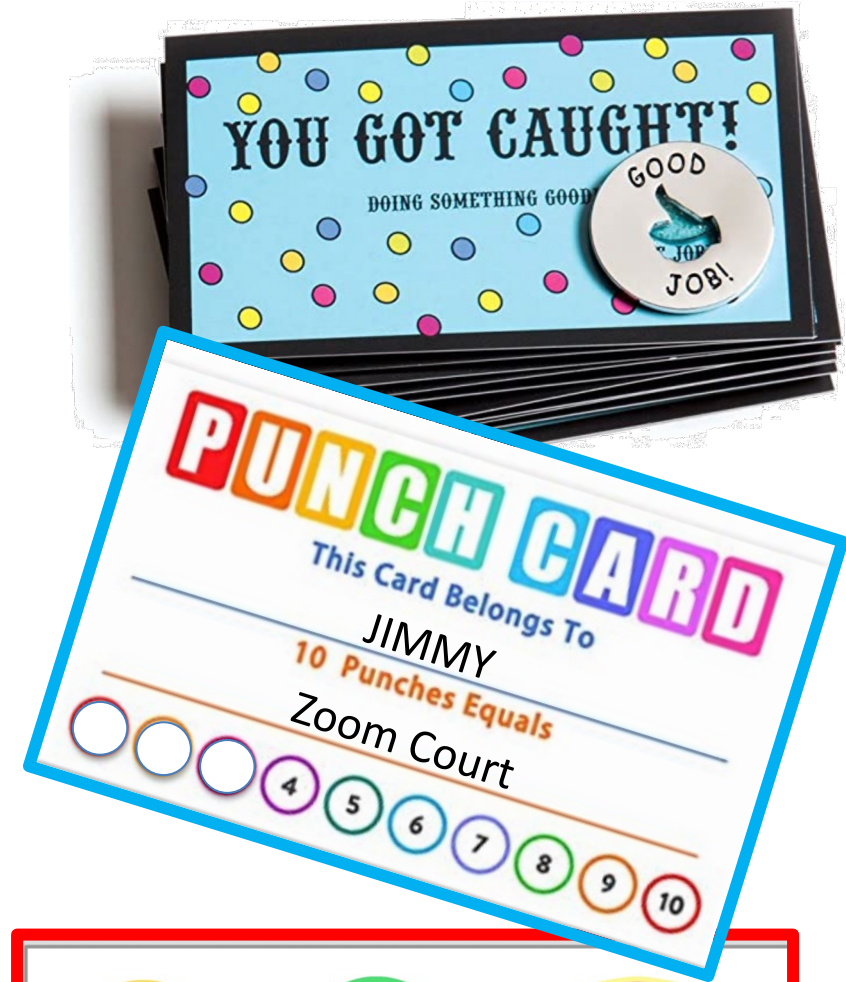


TOKENS

Decision Dollars, Chips
Coupons, Points
Raffle Tickets

Tokens

- Have no economic value themselves. Their value is in what you can do with them—**exchange them for rewards the participant chooses.**
- Research: **Direct correlation to longer periods of abstinence, longer program retention.** Use tokens!!
- An excellent way to motivate participants to achieve target behaviors (attendance, task completion, abstinence, honesty, etc.)



Tips: Using Decision Dollars

- **Color code by team role:**
Print in different colors—one for each role. Judge can see:
 - Where participant is excelling
 - Who is (and isn't) rewarding behavior
- **Have a place to record behavior**
- (Great reminder of success & prevents fraud!)
- After used, void them & return as keepsakes



Name: _____ Date: _____
WHAT: _____

WHY: _____

By: _____



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.



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



Small Tangible Reinforcers (On the Cheap)

- Treasure Box
- Snack Bar
- Fun with Candy
- Small items of significance



Tangible Items: Perfect for “Early Days”



- “All this stuff seems a little juvenile. I don’t think our folks would like it.”
- It takes time to build an alliance with the judge and the team.
- **Tangible prizes** may be most impactful for high-risk or high-need individuals who tend to be impulsive and want their rewards *now*.
- Deliver them often in the beginning.
- **Standards:** Over time, as participants develop an alliance with staff, **tangible prizes can be replaced with praise, public recognition, or tokens, which cost less.**



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.
- **Use humor to BUILD alliance**

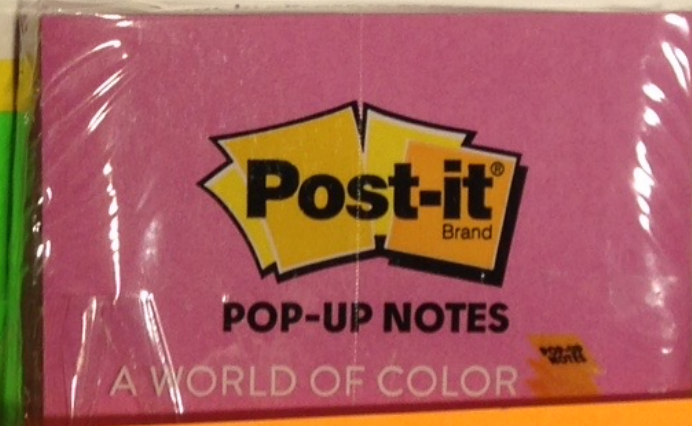
Create a "Wild Card" Week!

Treasure Chest

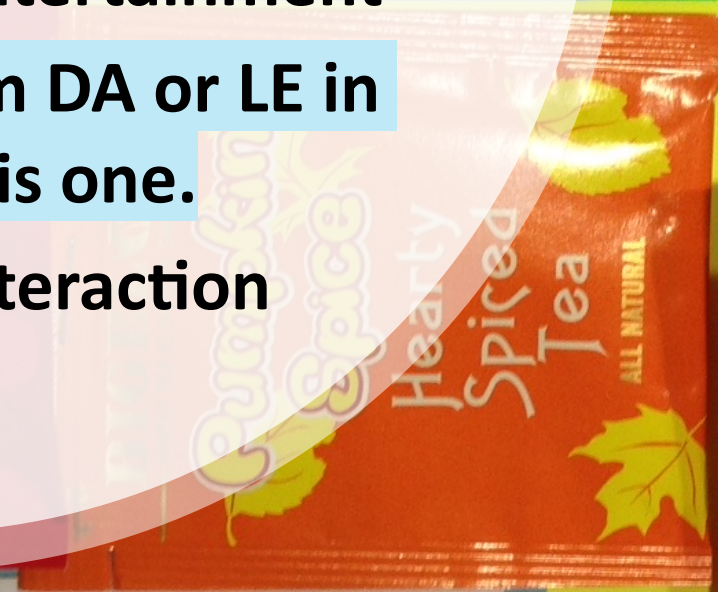
- Freebies, white elephants, etc. donated by the team
- Primary value is social approval, entertainment
- Put the team DA or LE in charge of this one.
- Fun team interaction



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



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



Put the team DA or LE in charge of this one.

How About a Woot- Woot Wagon!

Include healthy
options, too.
And soft things that
are easy to chew.



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!



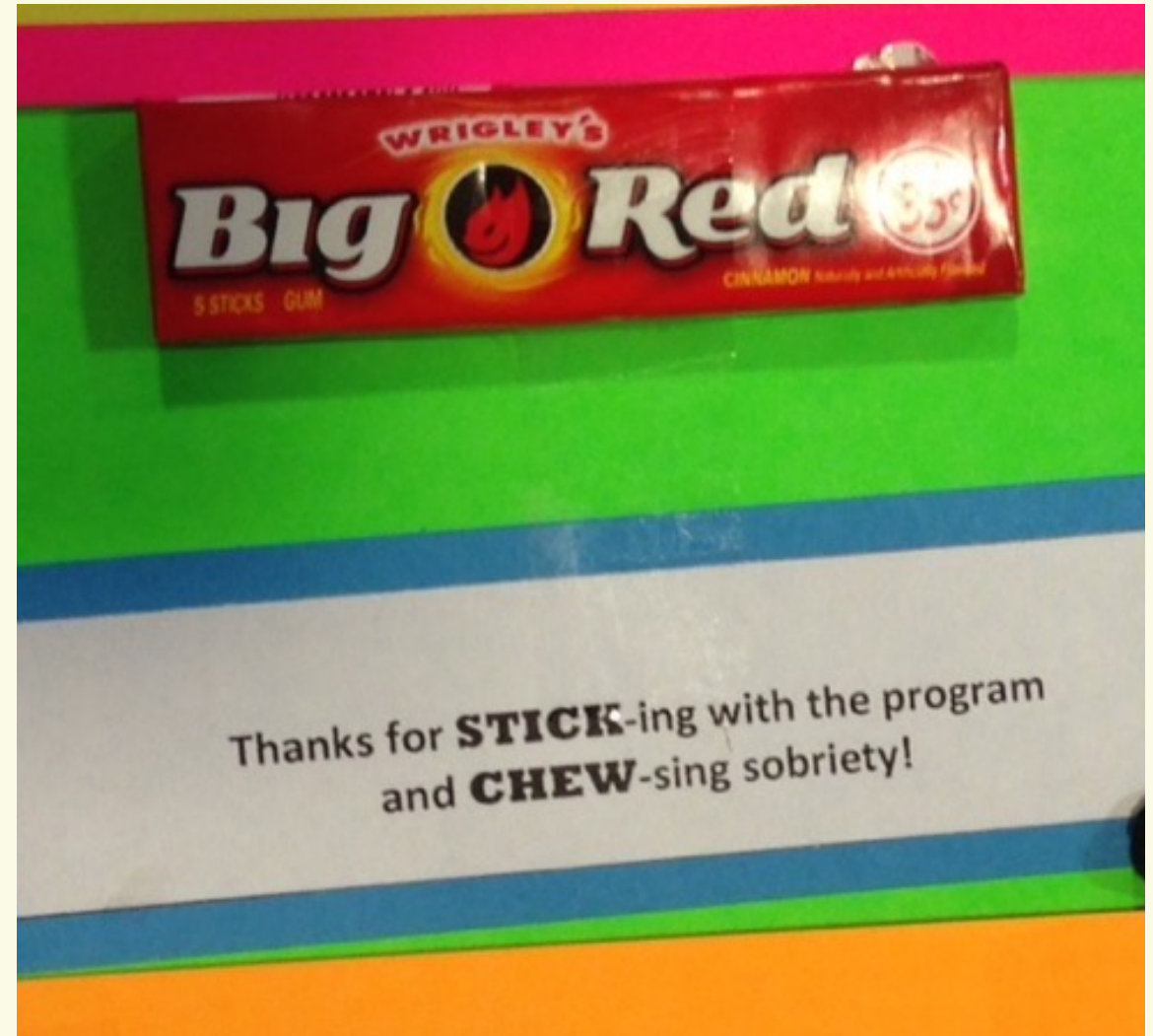
CANDY CARDS!

- ✓ Insider Tip: Buy “minis” after Halloween, Christmas & Valentines Day for 75% off!
- ✓ Use this one for Wild Card Week 1-2 times a year.
- ✓ Great Peer Support project, too



Making the Most of Low-Value Items

- Part of the fun is the prizes are low value. Lean in. “An extra prize for the judge’s lamest pun today!”
- Many of our folks don’t have a lot of fun in their lives.
- Many never got to be kids.
- **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!**



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: sobriety milestones, phase ups, graduation.
- **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.



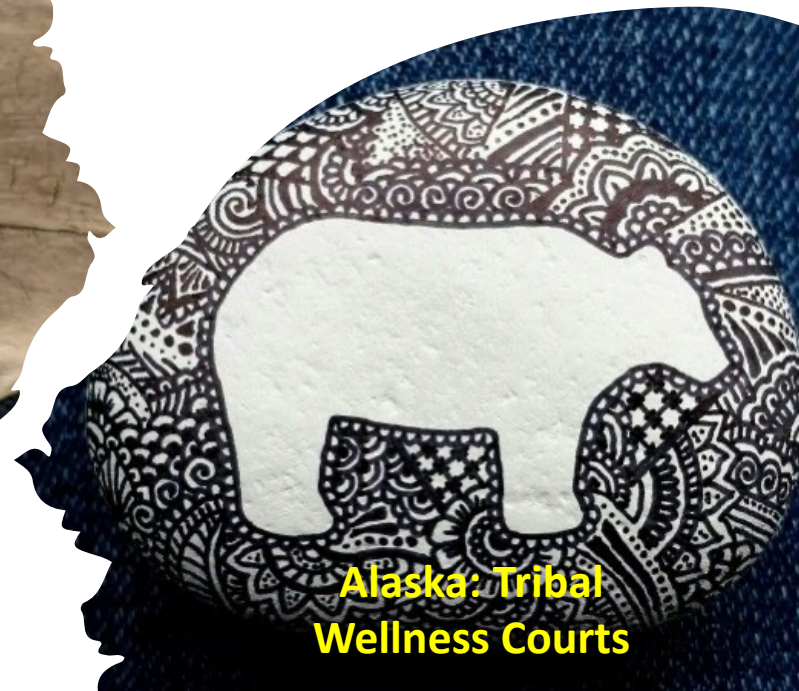
- Why it's great:
 - Highly personal, a special event
 - Conveys the magnitude of the achievement
 - Conveys praise from the judge
 - Holds the person up as a positive example
 - Invites applause & approval from peers



Recovery Rocks!

- Fun, FREE team-building DIY project
 - Paint, Decoupage
 - Lots of ideas on Pinterest, Etsy & YouTube DIY
- Invite participants to contribute, too.
- Something else they might just keep forever

**RECOVERY ROCKS!!
TAKE ONE,
SHARE ONE!**



**Alaska: Tribal
Wellness Courts**

Tangible Items: Gift Cards, Gift Certificates

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





Opportunity for Reward

**Fishbowl
Wheel
Raffles**

Looking for Low-Mod?

Use the Fishbowl!

Petry Formula: 50, 40, 10+1

Based on research, for every 500 slips:

- ✓ 250 affirmations + social approval
- ✓ 209 low-mod 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



Opportunity to Win: Spin-the-Wheel **50-40-10** (No mega Prize)

Limitless no-cost/
low-cost prizes
options!



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, program, sup)
 - Curfew, travel restrictions
- Fast pass: court, lab
- VIP parking
- Virtual reporting
- Donated passes
 - Movies, bowling, yoga
- Decision Dollars, Treasure Chest, Snack Bar, Wheel
- Recovery books, journals
- 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 and interactive for the audience, too:
 - Standing ovations, salutes, fist bumps, high five, “Do the “Wave”
 - Have the person keep their slip for their notebook

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!



Practice Tips: MIX it up!

Mon.	Tues.	Wed.	Thur.	Fri.
		1 <i>Fishbowl Week</i>	2	3
6	7 <i>Decision Dollar Store</i>	8	9	10
13	14 <i>Spin the Wheel Week!</i>	15	16	17
20	21 <i>Wild Card: Fun With Candy</i>	22	23	24
27	28 <i>Woot-Woot Wagon Week</i>	29	30	31



- Unlike sanctions, incentives must be fun, pleasant, entertaining
- “Same old thing” gets boring quickly!
- **ALWAYS** use the Positive Peer Board, and...
- Add something fun.
- **Rotate** use of additional incentives:
 - Don’t be predictable.
 - Mix it up EVERY month.
 - Later phase clients attend only monthly.

Outcomes Soar When We Provide Opportunities to Earn Rewards

- We are also building citizenship, providing opportunities for growth
- Build it into phases (Ph.3)
- Provide activities that:
 - ✓ Promote engagement
 - ✓ Model prosocial behavior
 - ✓ Encourage participants to use new treatment skills



Waukesha Drug Court
Treatment Court Helps
Participants Learn About the
Team– and the Rules With
**Treatment Court
Jeopardy!**

Lots of praise and prizes for those who
complete the challenge!

FREE on Google Docs!

Treatment Team	Drug Court Handbook	more handbook	Drug Court Rules	Drug Court Testing
100	100	100	100	100
200	200	200	200	200
300	300	300	300	300
400	400	400	400	400
500	500	500	500	500

\$5 gift card for every round completed!

Treatment Court Bingo

- Rather than mandating and punishing when it doesn't happen...
- **Offer, encourage and INCENTIVIZE attending recovery support self help groups, finding a sponsor, leading a meeting, etc.**
- For legal & therapeutic reasons, **let clients choose** where they go for recovery support activities.

Recovery Court's Bingo Incentive Phase 3 and 4

B	I	N	G	O
Attend treatment 4 times in a row on time (by phone or virtual)	Did a workout, walk or yoga three times in a week	Attend 3 online support groups a week	Engaged in meditation twice in one week	Attended 5 treatment groups by phone or virtual
Added two people to healthy support network	Demonstrated asking for help two times	Made a gratitude list twice a week for two weeks	Attended probation appointments by phone or virtual 2 times in a row	Reached out to a medical provider when needed
Called the UA line 2 weeks in a row every day	Made a coping skills list	Free	Was honest when it was hard to be	Checked in with a Peer Support person 3 times
Attended probation appointments by phone or virtual 4 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
3 self-care activities	Deleted phone numbers/social media attached to a negative influence	Demonstrated taking accountability	Submitted all required UAs for 3 weeks	Attended 5 online support groups in a week

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

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!
- Create some fun awards so everyone has a chance to win.
- A great way to encourage a **healthy habit** and a new way to have **sober fun**



NH Holiday Raffle Incentive: "Try Something New!"



 Hillsborough
County-South
Drug Court

Wondering how you
can win the Christmas
stocking?

Try some new things...

- Try out photography
- Try out drawing
- Try out physical fitness
- Try out Yoga
- Try out Journaling
- Try out jewelry making
- Try out making music
- Try out a zumba class
- Try out wood working
- Try out learning the guitar
- Try out story writing
- Try out crochet
- Try out a cooking class
- Try out fishing
- Try out crafting
- Try out reading a new book
- Try out geotagging
- Try out painting
- Try out hiking
- Try out randonauting
- Try out making a terrarium
- Try out skiing
- Try out a escape room
- Try out getting a plant
- Try out snowboarding
- Try out a rage cage
- Try out bowling



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



Where can I get more FREE creative incentives ideas?

Please Join the Facebook Group



<https://www.facebook.com/groups/TreatmentCourt>

INCENTIVES ON A DIME



A GUIDE FOR MOTIVATING CHANGE ON A BUDGET

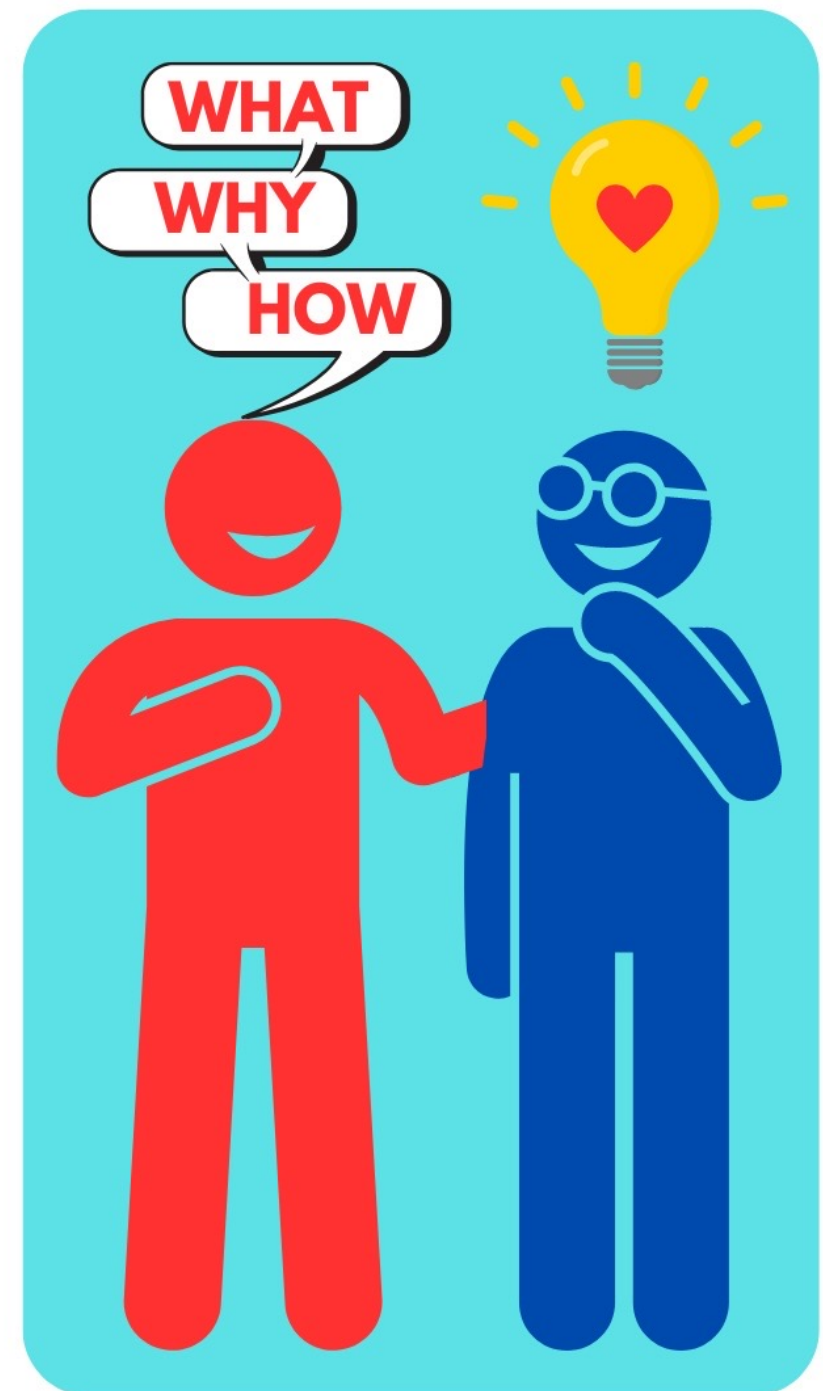
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Hon.DianeBull@gmail.com

Focus on Incentives

- Discuss incentives first at staffing.
- Make a place for incentives on the staffing sheet.
- Tracking incentives increases use.
- **Look for the little things**– they are BIG things!
- **Mix it up** to avoid habituation.
- **Sandwich**: Even if a sanction, reward progress with praise and incentives.
 - Find something to reward. Instill hope.
 - Be specific: what, why, how helps our folks see **intrinsic reasons** to follow the rules





Getting Team Buy-In Can Be a Challenge!

- **This is not intuitive.**
- It is contrary to the traditional approach in criminal court.
- But it is supported by research, and it **WORKS**
- Educate your team.
- **Train together.**
- Be persistent!

QUESTIONS?

Judge Diane Bull
Hon.DianeBull@gmail.com

INCENTIVES ON A DIME



A GUIDE FOR MOTIVATING CHANGE ON A BUDGET

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