

# 5 Intervention Styles

(Adapted from Jeff Janssen's *Team Captain's Leadership Manual*)

## Turtle

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- Avoids interventions at all costs
- Believes problems will go away if ignored or thinks someone else will do something (diffusion of responsibility)
- Rationalizes inaction by saying it's "none of my business"
- Falls into pluralistic ignorance trap
- **Advantage:** By ignoring problems, little issues don't become bigger ones
- **Disadvantage:** Misses important times to intervene early
- **Turtles Need: COURAGE**



## Teddy Bear

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- Recognizes a problem exists (interprets situation as a problem) but is reluctant to act. Prioritizes relationships over doing what's right
- Has a dire need for approval
- May perceive costs as greater than rewards
- Intervention is more indirect and passive
- **Advantage:** Willing to assist
- **Disadvantage:** Overvalues need to be liked or to fit in. Gives in to peer pressure. May sacrifice intervention opportunity in order to preserve relationship
- **Teddy Bears Need: CONFIDENCE**



## Shark

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- Willing to intervene but gives little or no thought to intervention methods
- Stubborn, headstrong, wants to "save the day"
- **Advantage:** Driven, really do want to help. Best in clear-cut emergencies
- **Disadvantage:** Too aggressive; Insensitive; Can make situations worse
- **Sharks Need: PERSPECTIVE**



## Fox

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- Willing to intervene and considers the best approach using the S.E.E. model. (Safe, Early, Effective)
- Sees through pluralistic ignorance. Vocalizes opinion and expresses true feelings
- Does not give in to peer pressure
- Understands and encourages Value Based Decisions
- **Advantage:** Intervenes using all 5 Decision-Making Steps
- **Disadvantage:** Can sometimes compromise relationship and goals
- **Foxes Need: EXPERIENCE**



## Owl

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- Does all that a Fox does AND considers other people's perspective
- Empathetic, altruistic, and respectful
- Finds solutions that no one else has considered
- **Advantage:** Creative problem solver. **Most successful and effective interventions.**
- **Disadvantage:** Rare!

