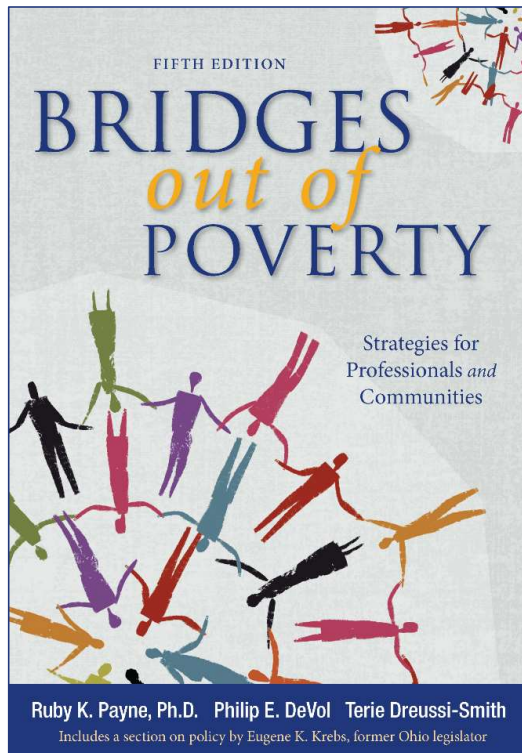


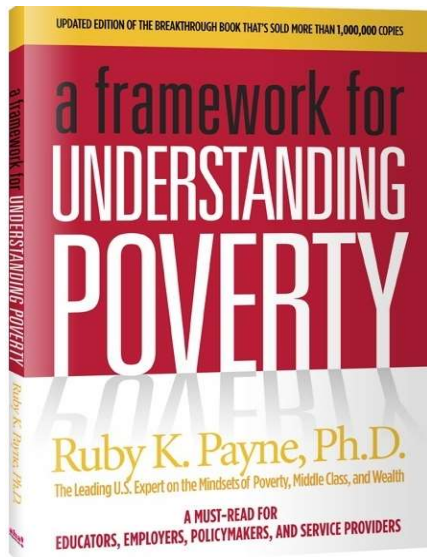
# Individual Lens



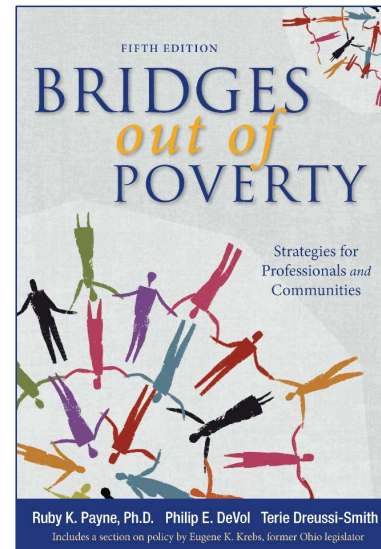
aha! Process, Inc., Highlands, TX  
[ahaprocess.com](http://ahaprocess.com)

# BRIDGES *out of* POVERTY

Renee' Parsons



**Dr. Ruby Payne**



**Phil DeVol**

She wrote the first book, A Framework for Understanding Poverty, for teachers to understand student's behavior.

Phil DeVol was running a Drug/Alcohol Treatment facility

He used the book to help his staff and to rewrite their client intake orientation.

Together they wrote Bridges Out of Poverty for communities and launched aha! Process publishing.

Central Jobbank and Opportunity Center is a 501(c)3 non-profit located in Ashland, KY and acts as a “go-between” for employers and the local workforce, providing employers with access to skilled labor and connecting local workers with employment, career opportunities, business development and the essential training needed to bridge skill gaps.





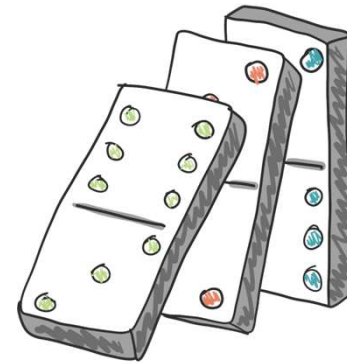
**Our mission is to enable individuals,  
institutions, and communities to  
stabilize and grow resources for all,  
particularly those in poverty.**



# Research Continuum

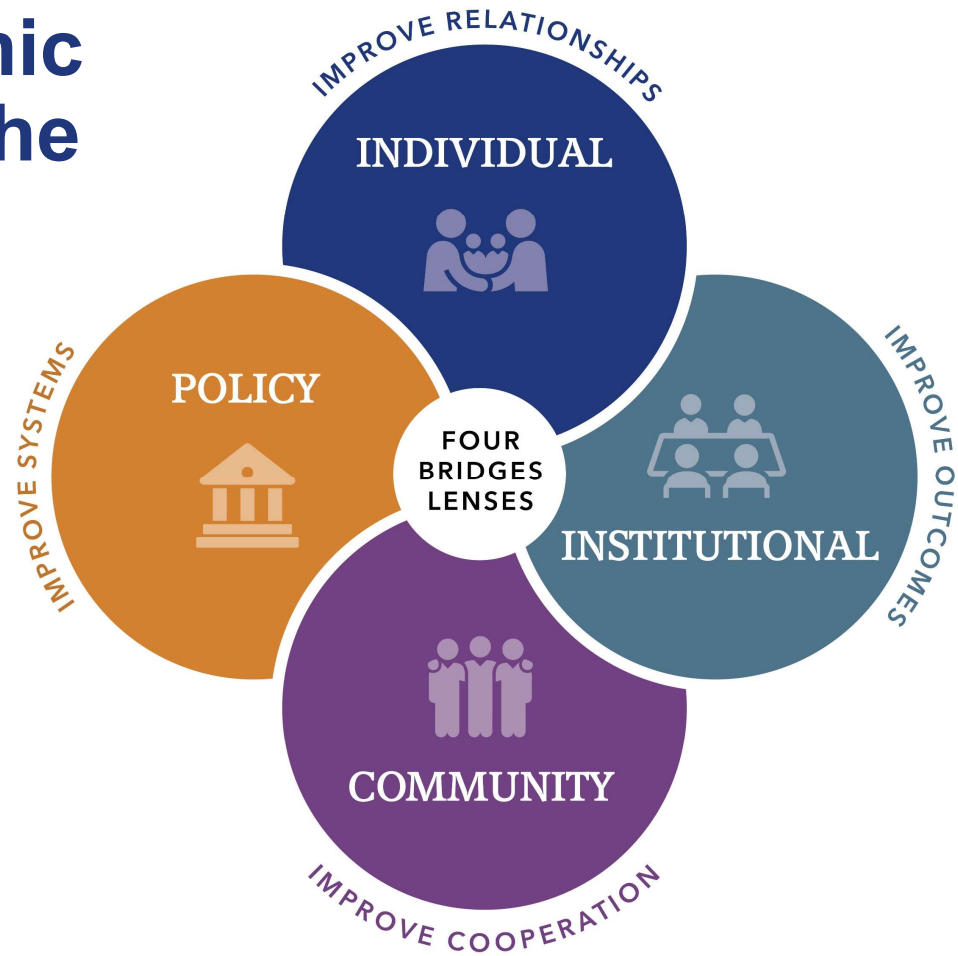
## Four Areas of Research:

1. Individual behaviors and circumstances
2. Community conditions
3. Exploitation
4. Political/economic structures

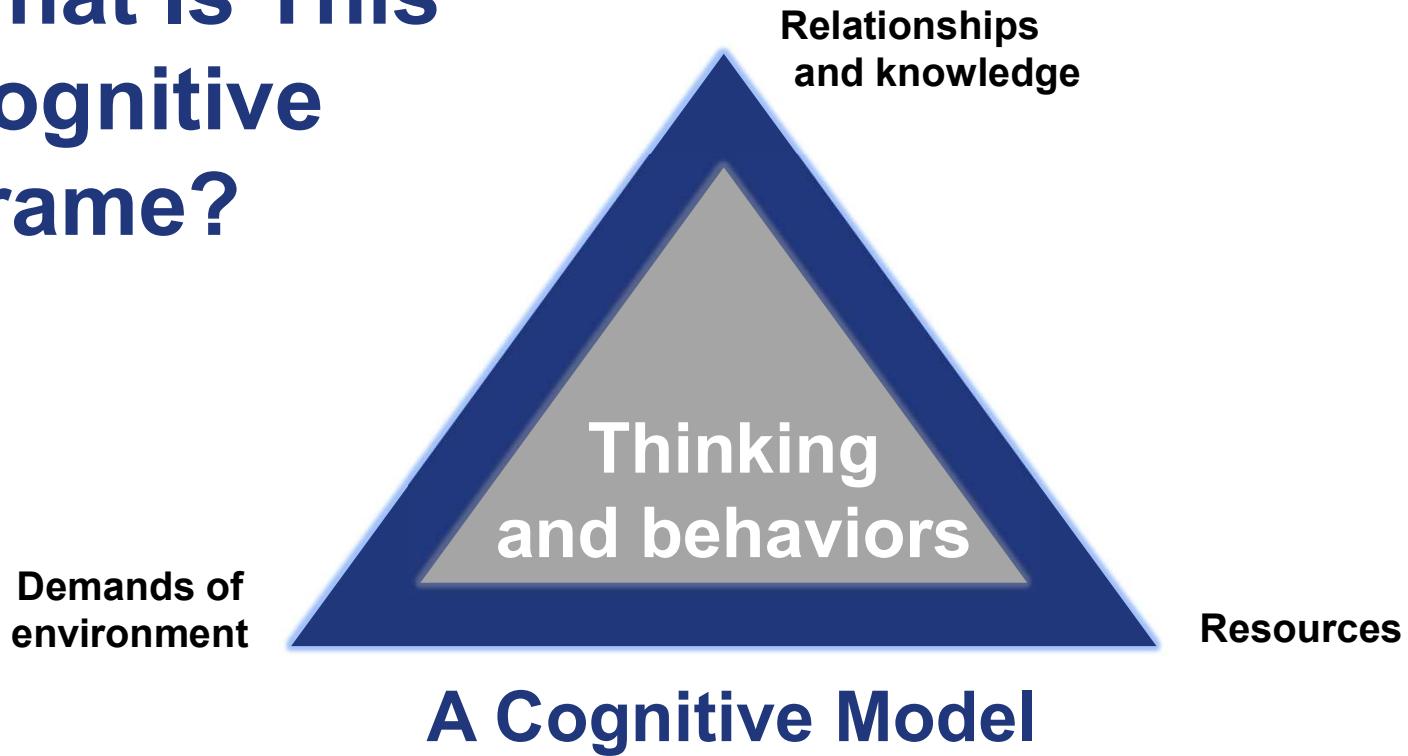


pp. 20–25

# Viewing Economic Class Through the Bridges Lenses



# What Is This Cognitive Frame?



Source: Albert Bandura



# Definition of Resources

To better understand people from poverty,  
the definition of poverty will be

***“the extent to which an individual  
does without resources.”***

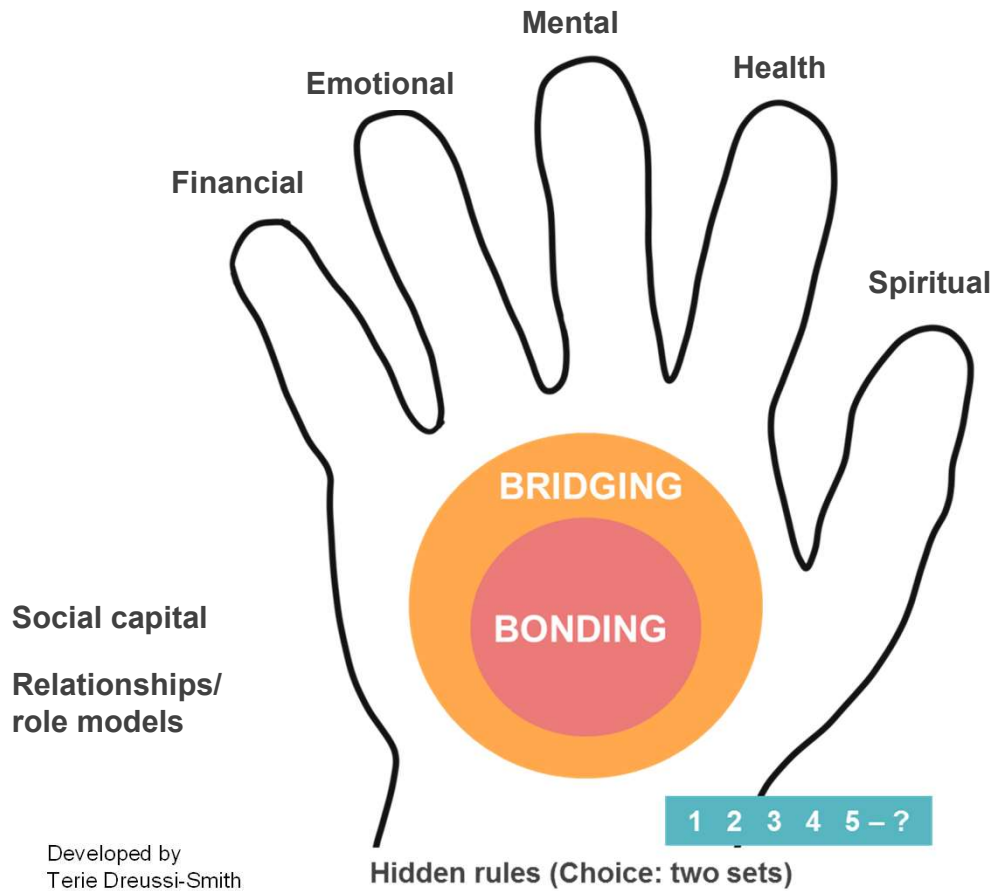
The resources are the following...

p. 3





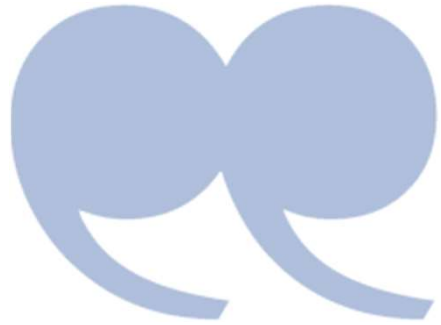
# Mental Model of Resources



## Added through Getting Ahead:

- Integrity and trust
- Motivation and persistence
- Language





**The need to act overwhelms any willingness people have to learn.**

*Source: The Art of the Long View  
by Peter Schwartz*

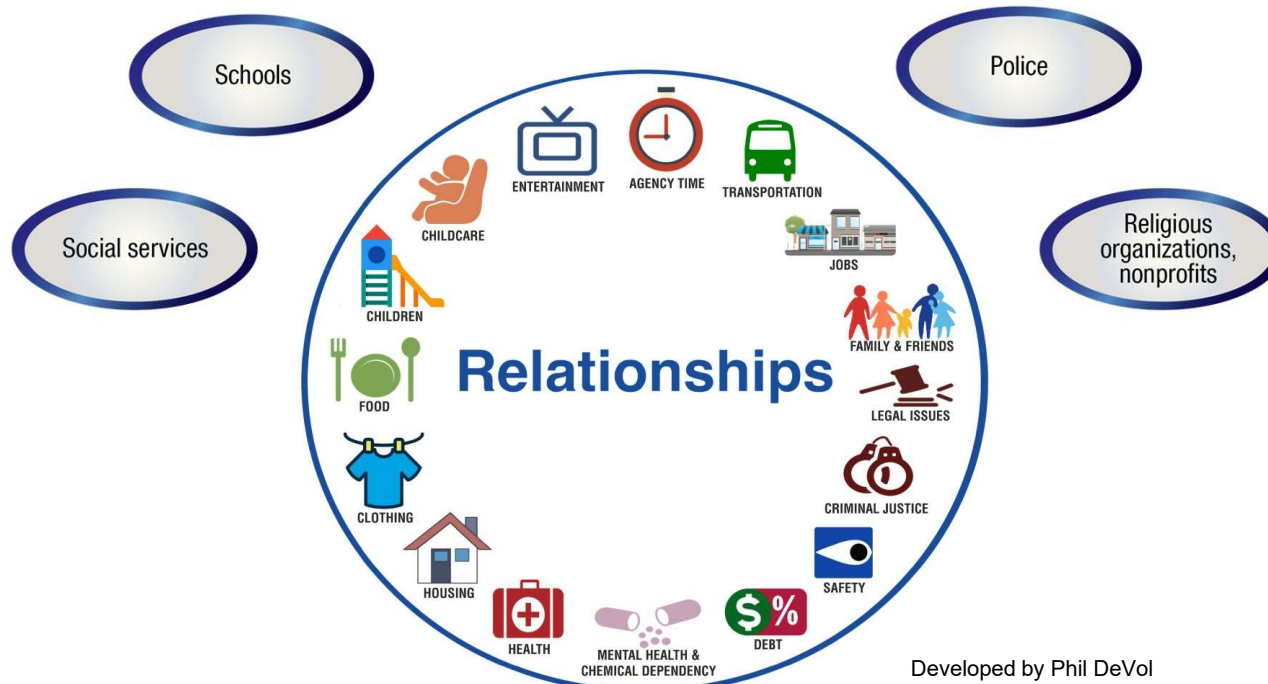
## **Tyranny of the Moment**

**The healthier you are psychologically,  
or the less you may seem to need to  
change, the more you can change.**

*Source: Management of the  
Absurd by Richard Farson*



# Mental Model of Poverty/Instability



## Businesses

- Pawnshop
- Liquor store
- Corner store
- Rent-to-own
- Laundromat
- Fast food
- Check cashing
- Temp services
- Used car lots
- Dollar store

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# Mental Model of Middle Class/Stability



Developed by  
Phil DeVol

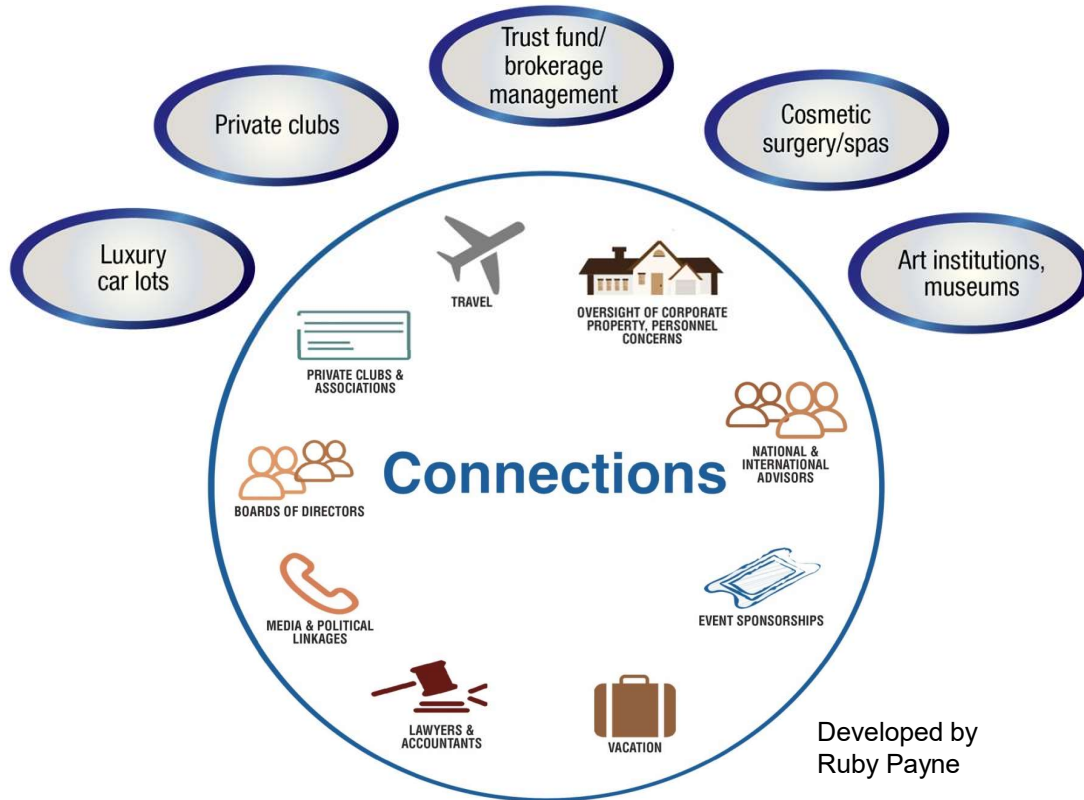
## Businesses

- Shopping/strip malls
- Bookstores
- Banks
- Fitness centers
- Veterinary clinics
- Office complexes
- Coffee shops
- Restaurants/bars
- Golf courses

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# Mental Model of Wealth



This applies to the wealthiest 1% of households in the United States—those with a net worth of \$10.3 million or more.

## Businesses

- Spas
- Private clubs
- Golf courses
- Plastic surgery
- Concierge services
- Pet spas
- Luxury car lots
- Personal shoppers
- Boutique shopping areas
- Private schools
- Personal security
- Florists
- Party planners
- Upscale hotels
- Private airports with charter and corporate jets
- Upscale travel offices

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## Key Point

**Most schools and businesses operate from middle class norms and values.**





## Key Point

**Individuals bring with them the hidden rules of the class in which they were raised.**



# Hidden Rules About Driving Forces



Poverty	Middle Class	Wealth
<b>Survival</b>	<b>Work</b>	<b>Political connections</b>
<b>Relationships</b>	<b>Achievement</b>	<b>Financial connections</b>
<b>Entertainment</b>	<b>Material security</b>	<b>Social connections</b>





# Hidden Rules About Money



Poverty	Middle Class	Wealth
To be used, spent	To be managed	To be conserved, invested



# Registers of Language

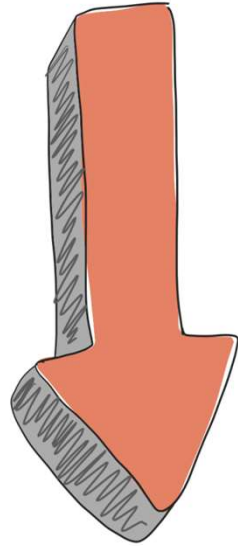
Register	Explanation
<b>Frozen</b>	Language that is always the same. For example: Lord's Prayer, wedding vows, etc.
<b>Formal</b>	The standard sentence syntax and word choice of work and school. Has complete sentences and specific word choice.
<b>Consultative</b>	Formal register when used in conversation. Discourse pattern not quite as direct as formal register.
<b>Casual</b>	Language between friends; characterized by a 400- to 800-word vocabulary. Word choice general and not specific. Conversation dependent upon nonverbal assists. Sentence syntax often incomplete.
<b>Intimate</b>	Language between lovers or twins. Language of sexual harassment.

Adapted from work of Martin Joos.

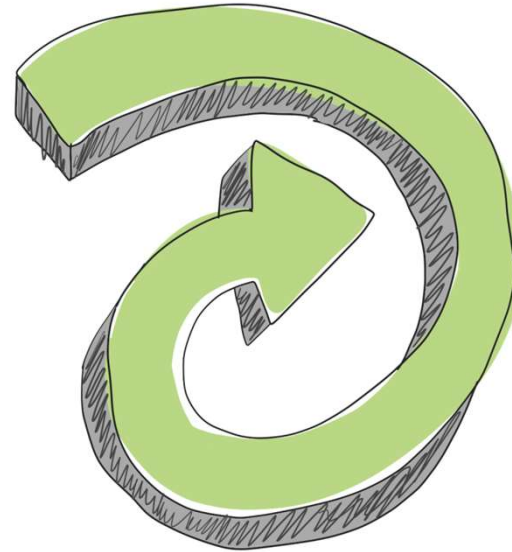
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FORMAL



CASUAL



## Patterns of Discourse

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# Voices

## Child

**Defensive, victimized, emotional, whining, losing attitude, strongly negative nonverbals**

- Quit picking on me.
- You don't love me.
- You want me to leave.
- Nobody likes (loves) me.
- I hate you.
- You're ugly.
- You make me sick.
- It's your fault.
- Don't blame me.
- She, he, \_\_\_\_\_ did it (placing blame).
- You make me mad.
- You made me do it.

Adapted from work of Eric Berne

pp. 63–64



# Voices

## Parent

**Authoritative, directive, judgmental, evaluative, win-lose mentality, demanding, punitive, sometimes threatening**

- You shouldn't (should) do that.
- You need to \_\_\_\_\_.
- It's wrong (right) to do \_\_\_\_\_.
- That's stupid, immature, out of line, ridiculous.
- You are good, bad, worthless, beautiful (any judgmental, evaluative comment).
- You do as I say.
- Life's not fair. Get busy.
- If you weren't so \_\_\_\_\_, this wouldn't happen to you.
- Why can't you \_\_\_\_\_ ?

Adapted from work of Eric Berne

pp. 63–64



# Voices

**Nonjudgmental, free of negative nonverbals, factual, often in question format, attitude of win-win**

**Adult**

- In what ways could this be resolved?
- What factors will be used to determine the effectiveness, quality of \_\_\_\_\_ ?
- I would like to recommend \_\_\_\_\_ .
- What are your choices in this situation?
- I am comfortable (uncomfortable) with \_\_\_\_\_ .
- Options that could be considered are \_\_\_\_\_ .
- For me to be comfortable, I need the following things to occur \_\_\_\_\_ .
- What are the consequences of that choice/action \_\_\_\_\_ ?
- We can agree to disagree.

Adapted from work of Eric Berne

pp. 63–64



# JOIN THE CONVERSATION

**ahaprocess.com**  
#addresspoverty



facebook.com/bridgesoutofpoverty



#BridgesOutofPoverty



@rubykpayne



youtube.com/ahaprocess



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