



# OVERCOMING BARRIERS TO EFFECTIVE CONSULTING

Most barriers to effectiveness in consulting will be overcome if the provided Do's and Don'ts are followed. However, some problems can still arise. For example:

1. You check back after helping a teacher design an intervention program, and nothing has been done. Don't ignore the situation. Do confront the situation: "Mary I'm confused. I thought you wanted to help Igor stop his classroom disruptions, but you haven't implemented the program we worked out. Did you change your mind or is there something wrong with the program? (Confrontation: I statement, your feeling, and reason for your feeling.) And, arrange to be there for program implementation.
2. The "yes, but consultee." Mary, maybe you are right. Maybe nothing can be done to help this student. (Yes, but.....)
3. A middle school teacher requests your help with a disruptive classroom. You observe and note that when some students behave, they get no positive recognition. In fact, no positive verbal recognition is provided for behavior or academic work. Students who misbehave are yelled at, told what they should be doing, told to "stop that," etc. Most every student is yelled at before the period ends. You suggest positive recognition be provided when youngsters are behaving. The teacher's response is: "I can't give 38 students individual positive recognition." What mistake did you make and what should you do?