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Surviving the Workplace: If We Change the Atmosphere, We Can Change the Outcome

Bobby F. Kimbrough Jr.
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Surviving The Workplace:

If We Change The Atmosphere, We Can Change The Outcome!

Powered by: Bobby F. Kimbrough, Jr.

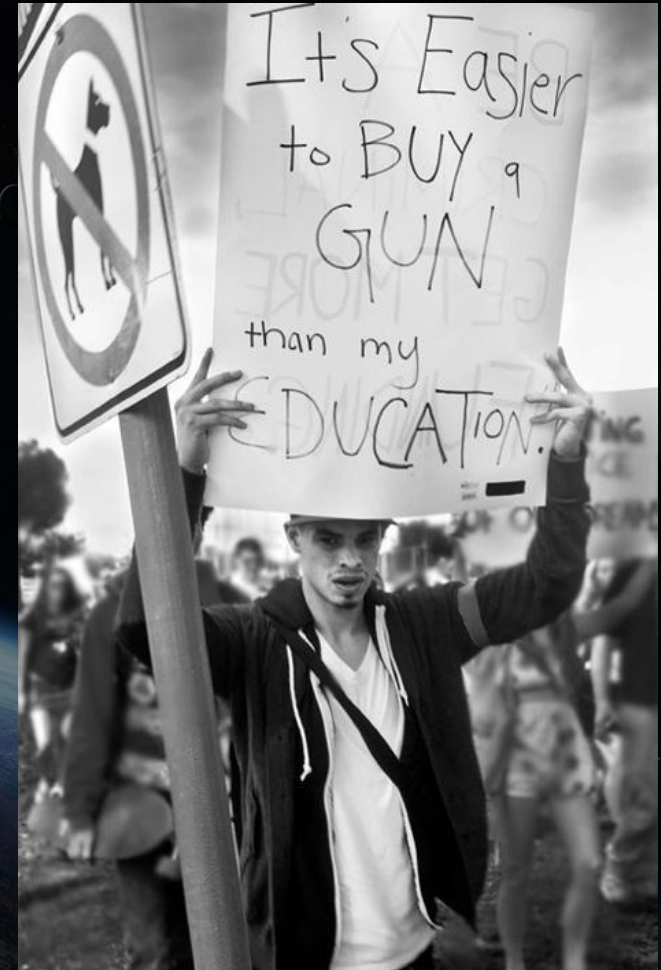
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Levels Of The Atmosphere

- **Exosphere – Pinnacle**
(Satellites)
- **Thermosphere – People**
(Space Shuttles)
- **Mesosphere – Production**
(Rockets)
- **Stratosphere – Permission**
(Fighter Jets)
- **Troposphere – Positioning**
(Commercial Airplanes)

What Atmosphere Are You Currently Working In?

- Chronic Poverty
- Bad Neighborhoods
- Poor Parenting Skills
- Drug Abuse/Heavily Medicated
- Poor Schools
- Decaying of Moral Values
- Negative Peer Influence
- Mental Health Problems
- Desensitization to Violence
- Breakdown of Societal Norms
- Lack Of Motivation = No Way Out



How Do You Survive This While Trying To
Maintain Order And Productivity In The Workplace?

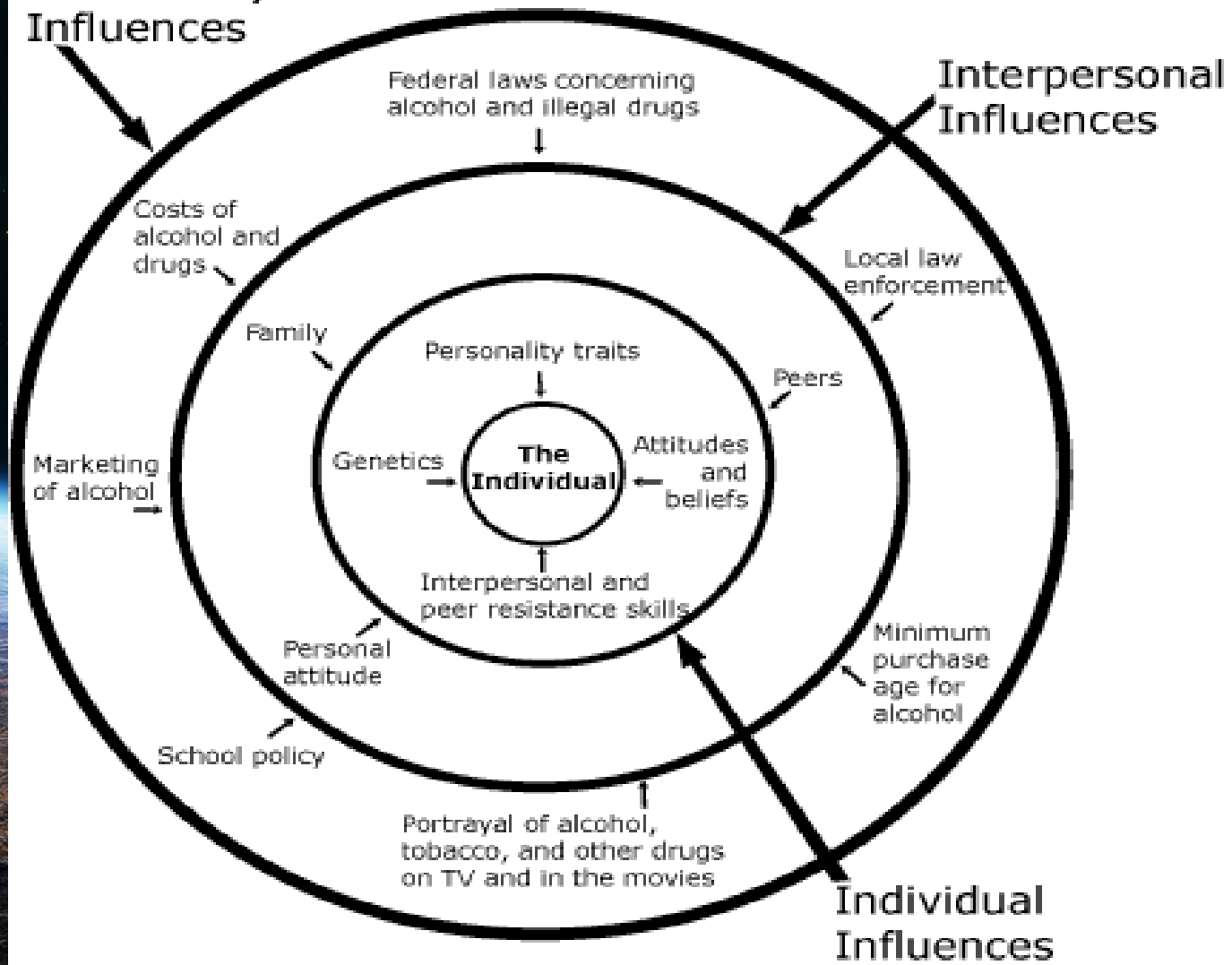
The first thing you must do
is understand
who you are dealing with...

Understanding At-Risk Youth



The iceberg is an appropriate metaphor for understanding our at-risk students. The tip represents the observable behavior problems. The part below the water line represents those social, emotional, psychological and family systems issues that may be creating or contributing to the observable problems. To effectively intervene and affect change we need to map and understand the conditions below the waterline. A plan of action and intervention logically follows from that understanding while not losing sight that it is a whole child we are addressing.

Community & Societal Influences



Situations That Put Youth At Risk



- Self-Destructive Behavior
- Ineffective Discipline
- Retentions/Suspensions
- Bad Attitudes

- Drug Abuse
- Poor Attendance/Truancy
- Disciplinary Problems
- Pregnancy
- Lack of Adequate Counseling
- Poor Peer Relationships
- Low Self-Esteem
- Child Abuse
- Ineffective Parenting/No Parental Involvement
- High Incidences of Criminal Activities
- Conflict Between Home/School Culture

Youth Statistics

- According to the new national study done by The National Center on Addiction and Substance Abuse at Columbia University (June 2011), substance abuse in adolescence is America's number 1 public health problem. The following findings were mentioned:

Teen Substance Abuse Statistics:

- Before the age of 18, 9 out of 10 high school students were seen to have met the criteria for addiction and had already started drinking, smoking and illicit or prescription drugs.
- $\frac{3}{4}$ of US high school students have drunk alcohol, used another drug and smoked cigarettes. $\frac{2}{3}$ of high school students have taken more than one substance which was addictive
- Among high school students, alcohol is the most solely favored addictive substance; followed by cigarettes, marijuana and prescription drugs.
- 20.8% of the high school parents think that marijuana is not at all a harmful drug while 42.6% of these parents say that one of their top 3 concerns is for their teens to refrain from using the substance.
- At schools, teachers claim that only 27% of their staff are trained to identify and respond to the substance abuse of students, while below 40% of them think that the school has effective prevention efforts.
- Exposure to 77% of popular TV shows and movies for teens and adults are usually linked to teen drinking due to it's media influence which glamorizes substance abuse.
- There are 1.6 million students who meet the medical criteria to have disorders in substance use which involves drugs and alcohol but only 6.4% of them have received treatment the previous year.

Youth Statistics (cont.)

- Based on results from the National Survey on Drug Use and Health (NSDUH) which presented the findings on the mental health utilized by the youth ages 12 to 17, regarding any behavioral and emotional problems, the following were concluded:

Teen Mental Health Statistics:

- Of the 2.9 million youths aged 12 to 17 in 2010, the top 3 most likely reason for receiving mental health services was feeling depressed (47.6%), followed by having problems at home (30.5%) and breaking rules and “acting out“ (25%).
- In addition, a report done by the Surgeon General on the mental health conditions of children and adolescents says that 1 in every 10 children and adolescents in the United States experience severe mental illness that causes some of the level of impairment. Yet only less than 1 of 5 children have received the appropriate treatment.

Teen Pregnancy Statistics:

- 30% of young adolescents have had sex by age 15. Only 60% use contraception at first intercourse. Teenage girls typically don't use contraception until 6-9 months after they become sexually active. Of those 1/2 are already pregnant.
- Teenagers who become pregnant have fewer social resources, lower educational attainment, and reduced potential earnings. They are often unable to complete high school and only less than 2% of these teen moms attain a college degree when they reach 30.

Time, Turn And Preparation

TURNING A
SETBACK INTO
SUCCESS



My Destination is Greater than my Dysfunction!

How Do We Survive This While Trying To Maintain Order And Productivity In The Workplace?

- Mentor
- Provide Positive Peer Influence
- Display Self-Control
- Communicate
- Solicit Community and Church Involvement
- Obtain Financial Resources
- Set High Expectations for Future Success
- Keep Your Environment Absent of Stress and Conflict
- Adopt After-School Programs
- Maintain a Highly Trained Staff
- Understand that **KNOWLEDGE IS KING!**



How Do You Make You A Better You?

- **Personally**
- **Professionally**
- **Spiritually**
- **Mentally**
- **Physically**



A Better You.
A Better World.

At the end of the day, do you feel that you
have fulfilled your purpose?

REMEMBER....

**If We Change The
Atmosphere,
We Can Change The
Outcome!**

~BFK