



SKILL BUILDING FOR JUDICIAL OFFICERS



Session Objectives

To explore tools to help judges effectively deliver timely justice

- Through developing more control over circumstances
 - Through double-loop thinking
 - Through a paradigm shift



Effectiveness by Gaining Control Over Our Circumstances



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Discussion

- Why are some people successful in the same circumstances while others fail?
- Test for locus of control





Are You the Master of Your Fate?

- When something good happens do you credit your actions or your luck
- When something bad happens do you take responsibility or credit it to fate

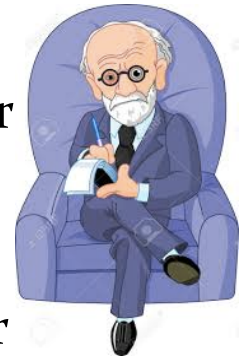


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Locus of Control?

- Julian Rotter, a behavioural psychologist, developed the concept of locus of control
- People with an external locus of control place responsibility for behavioural consequences on luck, fate, other people etc.
- People with an internal locus of control place responsibility for behavioural consequences on their own behaviour and personality characteristics





Video

Discussion

- What are the 2 kinds of responses the Israelis could have made?
- Why did they respond the way they did?



Conclusion of Exercise

- Presentation
- Summary of learnings



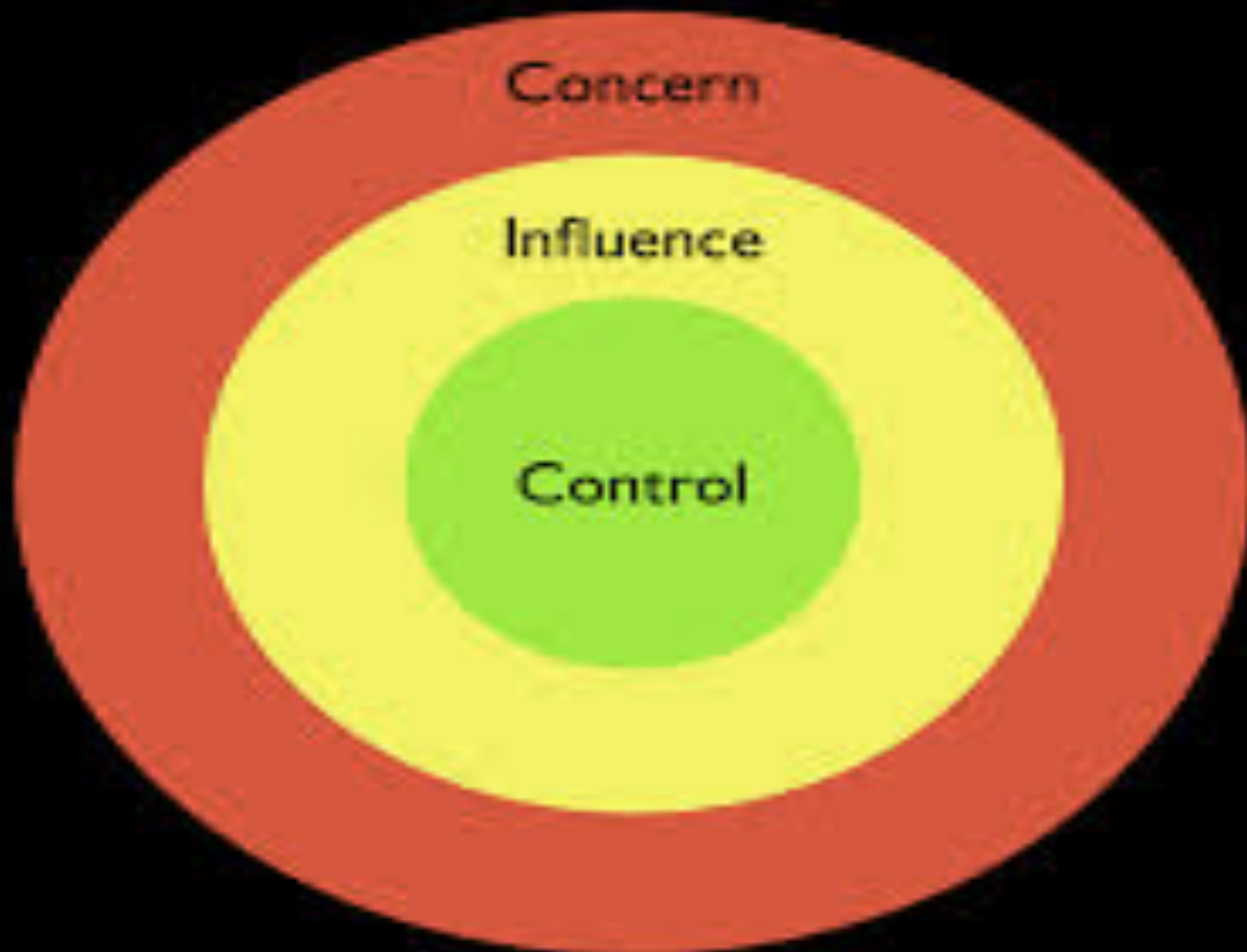
Can we Change our Locus of Control?

- Locus of control is developed through childhood learning, culture and life experiences
- Can we unlearn this?



Circles of Control, Influence, Concern

- Circle of Control: Situations we can control (situations involving our own behavior)
- Circle of Influence: Situations we can influence but not control (situations involving other people's behavior)
- Circle of Concern: Situations that affect us but we can do nothing about (your past, global issues, terrorism)





LARGE GROUP DISCUSSION

- What are the courtroom and environment circumstances that make judges feel disempowered?



SMALL GROUP DISCUSSION

- For each factor and circumstance that emerged from the large group discussion, divide into small groups and plot the factors in the circles



Conclusion of Exercise

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Effectiveness Through Double- Loop Thinking





SINGLE LOOP V. DOUBLE LOOP THINKING

- Single Loop thinking: what should I do?
- Double Loop thinking: why am I doing what I am doing?
- Double Loop thinking leads to innovation





SMALL GROUP DISCUSSION

Each group will discuss a scenario and answer the following questions:

- What is the goal of this activity I am conducting (in the scenario)
- How can I perform the activity in a way that leads to the goal?
- Before starting on the discussion, each group will share its goal with the larger audience



Conclusion of Exercise

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Effectiveness Through Changing our Mindset





DISCUSSION

- We see things not as they are but as we are
- We believe what we see or we see what we believe



**SAVING
LIVES**

**BREAKING
THE CYCLE
OF CRIME**



ROLE PLAYS

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DISCUSSION

- Roger Bannister and the 4-minute mile
- Is a mindset change critical to success?





FEEDBACK





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*Thank
You*

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