

FROM PAUSE TO PROGRESS™

CORRECTIONS EDITION

A Practical Decision-and-Response Framework for Corrections Professionals

Using the EMBRACE 6 P's of Personal Growth™

A PRACTICAL, HUMAN-CENTERED FRAMEWORK

For the moments between what happens and what you do next — under pressure, across shifts, and beyond the gate.

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A Corrections Guide for Real High-Pressure Moments

This edition brings the EMBRACE 6 P's into corrections—where professionals across custody, medical, mental health, addiction recovery, case management, programs, education, chaplaincy, food service, maintenance, administration, and leadership must apply sound judgment and professional boundaries while navigating pressure, fatigue, complex human needs, changing priorities, and life beyond the institution.

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THE PERSON DOING THE WORK MATTERS

Corrections professionals are trained in what to do. This framework strengthens the person who must do it when pressure, emotion, fatigue, assumptions, or cumulative strain enter the moment.

EMBRACE YOUR JOURNEY • CORRECTIONS LEARNING

From Pause to Progress™

A Practical Decision-and-Response Framework for Corrections Professionals using the EMBRACE 6 P's.

The Workshop Promise

Participants leave with more than information. They leave with shared language and a brief reset they can use during a demanding shift, a difficult interaction, a tense team moment, a holdover, or any decision that needs a more intentional response. Information does not equal transformation. You know what to do. Now do what you know.

SIGNATURE RESET QUESTION

"Which P am I in, and what is my next honest step?"

Designed for correctional facilities, custody teams, mental-health and addiction-recovery professionals, social workers, medical and dental staff, educators, chaplains, case managers, supervisors, administrators, and support departments.

What Participants Leave With

- Use the 6 P's as a repeatable reset during conflict, change, cumulative pressure, fatigue, critical incidents, and ordinary high-demand corrections moments.
- Recognize the difference between an automatic reaction and an intentional response.
- Identify the root of recurring tension instead of responding only to the fruit of the issue.
- Choose one clear next step that supports communication, accountability, boundaries, safety, care, and personal responsibility.
- Apply the framework to corrections situations and leave with language that can be used immediately across roles and departments.

The Corrections Reality: Applying What You Know Under Pressure

Corrections professionals are often required to stay alert, responsive, and professional while conditions change without warning. An incarcerated individual may be in crisis. A unit may be short-staffed. A clinic schedule may shift. A colleague may call off. A safety, medical, behavioral-health, or operational concern may surface at the worst possible time. Day shift, night shift, mandatory overtime, rotating schedules, holdovers, and interrupted recovery can all shape what a person has available in the next moment.

At the same time, grief, caregiving, financial concerns, health worries, family demands, and a sleepless night do not stop at the employee entrance. Home can walk into work. Work can walk

back out. The alertness and hypervigilance that may serve a professional inside the institution may not switch off automatically at the gate. This program does not diagnose that experience; it gives participants a brief, non-clinical transition practice for noticing what is present before it is handed forward.

THE CORRECTIONS CHALLENGE

The professional is not only managing the task. They may also be managing accumulated pressure and an internal response while still being expected to follow procedure, protect safety, communicate clearly, and make a sound decision.

This Workshop Is Different

This is not generic wellness training, a sit-and-listen presentation, or group therapy. Participants are never required to disclose personal information. The experience uses private reflection, realistic corrections scenarios, guided discussion, and a repeatable decision-and-response framework. It complements—not replaces—agency policy and procedure, safety and security training, clinical care, EAP resources, or required reporting and escalation.

Corrections Priority	How the Workshop Supports It
Workforce Readiness & Sustainability	Notice cumulative pressure, fatigue, and emotional load earlier—before they spill into judgment, safety, communication, care, or team behavior.
Safety, Care & Professional Interaction	Create space between a difficult or high-pressure moment and the professional's next response.
Cross-Department Communication	Slow down assumptions, clarify information, and strengthen handoffs between roles and shifts.
Leadership Development	Give supervisors a framework before feedback, escalation, difficult conversations, and fast decisions.
High-Demand Workforce Support	Encourage smaller sustainable responses instead of waiting for frustration or exhaustion to peak.
Professional Culture	Create memorable, non-clinical language for reflection, ownership, accountability, and intentional response.

The EMBRACE 6 P's in Corrections

One framework. Six memorable questions. A practical bridge from knowing to doing when the real moment arrives.

P	Purpose	Corrections Application	Reset Question
PAUSE	Interrupt the automatic reaction.	Use three breaths or a brief reset before responding to an incarcerated individual, coworker, supervisor, patient, family member, or unexpected problem.	What am I noticing right now?
PINPOINT	Name what is actually driving the moment.	Look beyond the fruit—the visible moment—to the root: accumulated pressure, fatigue, assumptions, unclear expectations, missed information, or something carried in from elsewhere.	What is really happening underneath this?
PROCESS	Make space for what is true.	Emotions are information; they do not automatically get the keys. Notice anger, fear, frustration, grief, embarrassment, exhaustion, or feeling disrespected without letting the emotion command the response. Acknowledge what is present without clinical overreach or unnecessary disclosure.	What am I feeling, assuming, or avoiding?
PLAN	Choose one clear, respectful next step.	Choose the next action that fits the role, agency procedure, professional boundaries, and the needs of the moment.	What is my next honest step?
PRACTICE	Turn insight into repeatable behavior.	Practice the framework during shift handoffs, between interactions, after a hard moment, before going home, in clinical or case coordination, and during feedback or change.	What will I try differently next time?
PROGRESS	Recognize growth and reinforce what works.	Measure progress, not perfection or performance: notice sooner, recover sooner, respond differently, and reinforce what works.	What progress can I name?

SIGNATURE CORRECTIONS LANGUAGE

"Which P are you in?" gives teams a simple way to name where they are. "What is your next honest step?" moves the conversation toward ownership and action.

The Two-Hour 6 P's Overview

Fast-moving, reflective, and interactive - designed to engage corrections employees while protecting professional boundaries.

Time	Segment	Participant Experience
0:00-0:08	Welcome + Set the Room	Purpose, expectations, and professional participation agreements
0:08-0:23	The Gate Exercise	Private transition practice: identify what entered with you, what may leave with you, and which P can interrupt the carryover
0:23-0:35	The Corrections Reality	What walked in with you? What is walking out with you? Private reflection on home-to-work and work-to-home carryover
0:35-0:50	Pause	Interrupt reaction and create room for choice
0:50-1:05	Pinpoint	Look beyond the fruit of the issue to identify the root
1:05-1:20	Process	Use emotions as information without handing them control of the response
1:20-1:27	Reset Break	Three breaths, brief reset, movement, water, or quiet reflection
1:27-1:42	Plan	Choose one clear, honest, doable next step
1:42-1:55	Practice	Apply the 6 P's to realistic corrections scenarios
1:55-2:00	Progress + Commitment	Name one shift to carry into the coming week

Participation Agreements

- Share only what feels appropriate.
- Participants are always allowed to pass.
- Listen to understand - not to fix.
- The goal is insight and application, not personal exposure.
- Take what is useful and apply it in a way that fits your role, facility, department, and workplace.

OPENING FRAME

The workshop does not ask employees to smile through problems that need to be addressed. It gives them a structured way to notice what is happening, understand it more clearly, and choose how to respond.

Signature Learning Moments

1. The Gate Exercise: What Walked In? What Is Walking Out?

Participants reflect privately at two transition points. Walking in: “What am I bringing into work today that did not begin inside this institution?” Walking out: “What happened today that I may be carrying somewhere it does not belong?” They then choose the P that can help them make the transition intentionally. No forced disclosure.

Why it works: It acknowledges that home affects work and work affects home, while keeping participation low-risk, practical, and professionally bounded.

2. The 3-Breath Pause

- First breath: notice your body.
- Second breath: notice your emotion.
- Third breath: notice your choice.

TAKEAWAY

Three breaths. Sixty seconds. One intentional decision. Pause gives your wisdom time to catch up with your reaction.

3. Fruit vs. Root

We often look at the fruit of the issue, instead of the root of the issue. A tense interaction, conduct concern, missed appointment, or operational problem may be the fruit we see first. The root may involve unclear expectations, trauma, a missed handoff, staffing pressure, incomplete information, overload, a clinical concern, or an assumption that was never checked.

TAKEAWAY

You cannot solve what you have not honestly named.

4. Don't Hand It Forward

Participants trace the chain: something happens → I react internally → I carry it → the next interaction → home → tomorrow. They identify where one of the 6 P's can interrupt the chain. The next person did not cause the last interaction. Whatever we dwell on is going to magnify.

TAKEAWAY

Do not make the next person pay for the last interaction. Pause, reset, and choose what you will not hand forward.

Corrections Scenario Lab

Practice is where insight becomes behavior. Participants apply all six P's to situations that feel familiar across corrections roles.

Scenario	Corrections Moment
The Escalating Interaction	An incarcerated individual is visibly frustrated, the tension is rising, and an immediate response is expected.
The Clinic Schedule Changes	A clinic appointment is delayed, the unit and healthcare staff have different information, and frustration is building.
The Shift Handoff	Important information was not communicated from one shift or department to another.
The Call-Off	A team member calls off during a high-demand shift and the remaining team absorbs the work.
The Department Disconnect	Custody, healthcare, mental health, case management, programs, food service, or maintenance are operating with different information.

Scenario	Corrections Moment
The Employee Who's Had Enough	The One-More-Thing Scenario: late in a demanding shift—with short staffing, a missed handoff, something personal on your mind, and fatigue building—an incarcerated individual approaches with a concern that needs attention. The question is not which procedure applies; it is what is happening inside you before you apply it.
The Supervisor Moment	A leader must address an employee concern while still maintaining safety, care, staffing, and operations.

The Scenario Lab Questions

- Pause - What am I noticing right now?
- Pinpoint - What is really happening underneath this?
- Process - What am I feeling, assuming, or avoiding?
- Plan - What is my next honest step?
- Practice - What will I try differently next time?
- Progress - What progress can I name?

CULTURE-BUILDING BENEFIT

Because the same six questions work across roles, the framework can become common language for self-reflection, coaching conversations, post-incident debriefs, shift handoffs, and manager check-ins.

The Person Behind the Role

Others may see the uniform, credentials, title, authority, or assigned role. They may not see what the person performing that work is carrying.

- A caregiving responsibility waiting at home.
- A financial conversation that happened before the shift.
- Grief or a major life transition.
- A health concern or sleepless night.
- Family responsibilities and competing demands.
- Uncertainty about work, home, or the future.
- The accumulation of difficult interactions from earlier in the shift.

WHOLE-PERSON LEARNING

Train the whole person, and you've trained the employee.

From Pause to Progress™ does not ask an employer to solve an employee's personal life. It equips the whole person with a brief process that can travel with them—into the facility interaction, the team conversation, the gate transition, the drive home, and the next day's decisions. Train the whole person, and you've trained the employee.

Why This Matters in Corrections

Correctional safety, service, and culture are shaped by human beings across every role. When professionals have a repeatable process for navigating what they carry, they are better equipped to apply what they know for the next incarcerated individual, patient, coworker, supervisor, family member, and challenge—without handing the last interaction forward.

A WHOLE-PERSON WORKFORCE QUESTION

What changes when employees are given tools not only for what to do — but for how to move from knowing to doing under pressure?

THE KNOWING-DOING GAP

Corrections professionals already receive extensive training in policy, procedure, safety, security, communication, crisis response, and role-specific practice. From Pause to Progress™ does not replace that training; it strengthens the person who must apply it. Information does not equal transformation. Under pressure, emotion, fatigue, assumptions, or cumulative strain can interfere with doing what a person already knows. The 6 P's create a brief bridge from knowing to doing: slow the moment, identify the root beneath the fruit, process what is present, and choose the next action that fits the role and procedure. You know what to do. Now do what you know.

INFORMATION DOES NOT EQUAL TRANSFORMATION

Understanding matters. Practice makes the learning accessible when the real moment arrives—on days, nights, overtime, holdovers, and the shift when there is one more thing.

Progress Employees Can Carry Into the Next Shift

Growth is not always a dramatic breakthrough. In corrections, progress may be:

- The pause before responding to an escalating interaction.
- The clarifying question instead of the assumption.

- The respectful request for support before overload becomes frustration.
- The information shared during a cleaner shift handoff.
- The boundary stated without hostility.
- The decision to escalate an issue appropriately rather than carry it alone.
- The ability to reset after a difficult interaction so the next person does not pay for the last one.
- Using feedback from a moment that did not go as intended to make a different choice the next time a similar situation appears.

FROM WORKSHOP TO WORKPLACE

Attendance is an activity, not an outcome. Whether an agency selects the two-hour overview or four-hour skill-building experience, the goal is not simply attendance; it is for participants to leave with language and tools they can return to when pressure shows up again.

Participants leave with a personal commitment, the 6P Reset framework, and a clear question they can reuse: “Which P am I in, and what is my next honest step?” Depending on the engagement, reinforcement can also include manager discussion prompts, a 7-day application bridge, a 30-day guided reflection series, or a follow-up conversation focused on application.

POTENTIAL ORGANIZATIONAL APPLICATION

- More intentional responses during high-pressure facility moments
- Clearer communication across shifts and departments
- Earlier recognition of overload before it spills into safety, care, or team behavior
- Greater use of clarification instead of assumption
- A common language supervisors can reinforce in coaching and check-ins
- More intentional recovery after difficult interactions, cumulative pressure, or critical incidents
- Stronger transfer of learning from the workshop into daily behavior

Closing Commitment

ONE INTENTIONAL STEP

"One way I will move from Pause to Progress this week is..."

Each participant identifies one concrete action they can practice immediately.

When pressure shows up...	Ask...
Pause	What am I noticing right now?
Pinpoint	What is really happening underneath this?

When pressure shows up...	Ask...
Process	What am I feeling, assuming, or avoiding?
Plan	What is my next honest step?
Practice	What will I try differently next time?
Progress	What progress can I name?

REMEMBER

You do not have to carry everything differently today. Choose one thing you are willing to carry with more awareness.

Program Fit & Delivery

Ideal For

- Correctional facilities, jails, prisons, and community-corrections programs
- Corrections professionals across custody and security roles, including correctional officers and shift supervisors
- Mental-health, addiction-recovery, and social-service professionals
- Food service, dietary, commissary, and warehouse operations
- Medical, nursing, dental, and clinic teams
- Maintenance and engineering
- Education, programming, chaplaincy, and reentry teams
- Supervisors and department managers
- Leadership development programs
- New-hire, staff-development, or employee-appreciation learning days
- Wardens, commissioners, jail administrators, HR/L&D leaders, and training teams seeking practical tools that strengthen judgment, communication, accountability, workforce readiness, and professional culture

Customization Before Delivery

Before the workshop, EMBRACE Your Journey can gather facility-specific context so examples and scenario practice reflect the environment participants actually work in. This may include participating disciplines, common pressure points, communication or handoff challenges, leadership priorities, and other operational realities relevant to the group. The core 6 P's remain consistent while the application is tailored to the facility and its people.

Recommended Group Format

Designed for in-person delivery and adaptable for virtual or multi-site corrections teams. The experience works best when participants can reflect privately, discuss in pairs or small groups, and practice with realistic scenarios. Group size and room configuration can be tailored to the facility or organization.

What the Organization Provides

- A protected learning block scheduled around operational realities, including day, night, rotating, overtime, and relief coverage needs
- Presentation space and standard A/V
- Seating that allows individual reflection and small-group conversation
- A point person for logistics and any facility-specific context

What EMBRACE Your Journey Provides

- Facilitated Two-Hour 6 P's Overview or Four-Hour Interactive Skill-Building Experience
- Participant learning materials
- 6P Reset Tool for post-workshop use
- Certificate of Completion for each participant
- Corrections scenarios and guided application exercises
- Optional manager reinforcement and follow-up resources

PROFESSIONAL BOUNDARY

From Pause to Progress™ is an educational workplace learning experience. It supports self-awareness, sound decision-making, communication, and personal growth. It is not psychotherapy or diagnosis, and it does not replace agency policy or procedure, safety and security training, required reporting, clinical care, or employee-assistance resources.

Ways to Bring From Pause to Progress™ to Your Facility or Team

Option	Includes
Essential	Two-Hour 6 P's Overview + participant handout + digital 6P Reset Tool
Signature	Essential package + branded participant workbook + desk-size 6P Reset Cards + Certificate of Completion
Culture Builder	Four-Hour Interactive Skill-Building Experience + manager follow-up session + 30-day guided reflection series

A Simple Corrections Leadership Description

From Pause to Progress™ Corrections Edition is available as a Two-Hour 6 P's Overview or a Four-Hour Interactive Skill-Building Experience for decision, response, and personal growth for corrections professionals. It gives employees a shared language for the moments when pressure, fatigue, emotion, assumptions, cumulative strain, or life outside the institution can interfere with applying what they already know. Using the EMBRACE 6 P's of Personal Growth™—Pause, Pinpoint, Process, Plan, Practice, and Progress—participants learn to interrupt automatic reaction, identify the root beneath the fruit, use emotions as information without giving them the keys, and choose the next action that fits their role and agency procedure. It is practical, professionally bounded, and designed for immediate use across custody, medical, mental health, addiction recovery, case management, programs, education, chaplaincy, food service, maintenance, administration, and leadership.

The One-Sentence Pitch

STRONGER APPLICATION BEGINS WITH THE PERSON WHO MUST RESPOND

They have been trained on what to do. From Pause to Progress™ strengthens the person who has to do it—for the moments between what happens and what they do next.

About Jan Davidson

Jan Davidson is a speaker, author, trainer, and creator of the EMBRACE Model™. Her professional background includes extensive facilitation and leadership experience within the Indiana Department of Correction, including serving as Facility Director of Addiction Recovery Services. Her work has centered on helping people understand behavior, navigate change, process difficult life experiences, and move from awareness into practical action. Through EMBRACE Your Journey, Jan brings that experience into workplace and organizational learning using practical, human-centered tools designed for real-life application.

About EMBRACE Your Journey

EMBRACE Your Journey creates practical learning experiences that help people navigate life's hills and valleys with greater awareness, intention, and forward movement. From Pause to Progress™ brings the EMBRACE Model's 6 P's into the workplace in a format designed for reflection, application, and shared language.

Progress, not perfection or performance.

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