

Organizing and Providing Feedback

Once your couples have completed the PREPARE/ENRICH assessment online, their reports will be available in your account (when you log in with your Facilitator ID and password).

Click on the “Manage Couples” button after you have logged in and you will see that you can view or print the reports in the language they were completed. If the assessment was completed in English, you will have the option to view or print the report in a second language of your choice. If the assessment was completed in a second language, you will also have the option to view or print the report in English.

The **Facilitator Report** is intended only for you, the certified PREPARE/ENRICH facilitator.

The **Couple Report** may be given to your couple if you choose to do so. It provides summaries of the SCOPE Personality scales, Personal Stress Profile, Relationship Dynamics, Summary of Strengths and Growth Areas, and Couple and Family Maps. It does not provide scores for the Core Scales.

Facilitator’s Feedback Guide- Provides examples of how you may organize 4-8 feedback sessions with your couples

The **Workbook for Couples** contain 24 exercises your couples can complete either in feedback sessions with you or as homework. The Facilitator Report lists the names of the exercises that correspond to various content areas. Ideally, each individual will have a copy of the Workbook for Couples to refer to during the feedback process. The Workbook for Couples can be downloaded from the website in PDF format; if you would like bound copies of Couple Workbooks, they can be ordered at printing costs on the P/E website.

Feedback can be customized

Like the assessment component of PREPARE/ENRICH, the feedback component can also be customized. While the assessment is customized to the stage and structure of the relationship, feedback can be customized based on assessment results, number of anticipated feedback sessions, and Facilitator skills and preferences.

PREPARE/ENRICH offers a very structured feedback approach. Some Facilitators take advantage of this structure and use many of the couple exercises. Other Facilitators use some of the couple exercises, while also utilizing their own counseling skills and/or other resources in their feedback. There are other Facilitators who may not use any of the feedback resources available, as they use PREPARE/ENRICH as part of their clinical profile and to determine therapy goals.

Goals of the Feedback Process

The feedback process accompanying the PREPARE/ENRICH assessment is intended to accomplish several goals:

1. *To help couples explore their Relationship Strength and Growth Areas.* The *Sharing Strength and Growth Areas* exercise helps couples reflect on, and share with their partner, areas they believe to be strengths and areas they believe to be growth areas.

2. *To help couples learn and practice communication skills.* The specific skills emphasized in the communication exercises are assertiveness and active listening.

3. *To help couples resolve conflicts.* Couples learn conflict resolution skills by practicing a Ten-Step Model.

4. *To help couples discuss their relationship and families-of-origin as assessed by the Couple and Family Map.* Couples are introduced to the concepts of closeness and flexibility contained in the Couple and Family Map and can explore impact on their relationship.

5. *To help couples better understand their personality similarities and differences.*

The feedback process is intended to help couples understand and accept one another's personality style, maximizing their ability to work together as a team.

6. *To help couples identify and cope with major stressors in their lives.*

Couples identify stress and strategize ways and prioritize, manage, and apply resources to cope.

7. *To help couples develop a financial budget and set financial goals.*

Most couples agree that a budget would be useful, but few take the time to establish a workable budget that will help them reach their short and long term financial goals.

8. *To help couples develop and share their personal, couple and family goals.*

Goal-setting facilitates closeness as couples' progress together toward shared goals.

Reviewing the Facilitator Report

- **Carefully Review the Facilitator Report before meeting with your couple.** You can expect to **spend one hour reviewing** the Facilitator Report and organizing your materials before your first session. This time will decrease as you use the Inventories with more couples and establish a process.
- Review the feedback exercises in the Workbook for Couples and determine which exercises you will use with your couple. Exercises can be selected based on your couple's strength and growth areas, and should typically include several of the *Core Exercises*.

Customizations

Make note of the inventory Customizations for your couple based on their relationship stage and background. This section is found right before the Table of Contents.

Background Information

Review Background Information for *similarities* and *differences* and take note of any potential issues.

Couple Typology / Strengths and Growth Areas

Review couple relationship type and Strength and Growth Areas. Note: The Couple Typology is statistical analysis run with 9 of the core scales that exist across all relationship stages (dating, engaged, and married) showing relational patterns. For more info on research on the couple typology, see the “Research” tab on the P/E website.

Overall Satisfaction / Idealistic Distortion

Review each person’s overall satisfaction and Idealistic Distortion, noting any differences.

Relationship Dynamics

Review Relationship Dynamics to better understand each partner’s relational tendencies (i.e., self-confidence and assertiveness) and interaction patterns. (i.e., partner dominance and avoidance). For more information on Relationship Dynamics, review the chapter in the CD Manual. The Communication exercises in the Workbook for Couples will help you teach assertiveness.

Commitment

Review each partner’s responses to the commitment questions regarding how they feel about their own and their partner’s level of commitment. Some Facilitators will invite their couple to reflect on how commitment may affect their relationship (satisfaction, health, security, etc). For analysis on Commitment and the Couple Typology, see “Research” section of the P/E website.

Abuse

Review the background questions about alcohol and drug use.

Personal Stress Profile

Review each individual’s level of personal stress. Help couples identify positive coping resources within their relationship (communication, problem-solving, flexibility, and closeness) as well as more general stress management techniques (exercise, prayer, meditation, etc).

Relationship Categories (Communication, Conflict Resolution, etc.)

Review each category, noting each partner’s individual scores and level of Positive Couple Agreement. *Note: Idealistic Distortion is used to correct individual scores, but it is NOT used to correct positive couple agreement (PCA) scores.*

Review each partner’s responses to the items in each category and prepare to offer balanced feedback highlighting the positives and potential issues.

- For each area, select 2-3 Agreement items to share with the couple.
- Next, select 2-3 Disagreement, Indecision, or Special Focus items to share with the couple.
- For ideas on questions to ask couples to help them further process and discuss each item, see “Follow up Questions” which can be found on the P/E website (when you log in with your Facilitator ID number and password) under “Supplemental Materials” on the “Facilitator” tab.
- The bottom of each relationship category page lists the PREPARE/ENRICH Exercises from the Workbook for Couples that relate to the category.

Couple & Family Maps

Review the Couple & Family Map for descriptions of the Couple Relationship and Family-of-Origin. Couple Discussion ideas and corresponding Workbook for Couples exercises are provided at the bottom of each page.

SCOPE Personality

Review all five dimensions of the SCOPE Personality Scales and refer to the shaded and boxed “Couple Results” summaries. Couples can use the Personality exercise in the Workbook for Couples to discuss personality in their relationship.

Providing Feedback to your Couple

Take some time at the beginning of the feedback session to re-establish rapport with your couple and then spend a few minutes asking them about their experiences completing the inventory/assessment. For instance, “What was the experience of completing the inventory/assessment like for you?”, “Were there any particular items or topics you and your partner discussed after completing the inventory/assessment?”

It is important to emphasize that PREPARE/ENRICH is *not* a test to be passed or failed. It is designed to help a couple evaluate their relationship in terms of their Relationship Strength and Growth Areas, to increase awareness (of self and partner), and to build skills that contribute to a healthy relationship.

Guiding Principles in Providing Feedback

1. Feedback sessions are designed to help the couple learn more about their relationship. They are *not* designed for the facilitator to simply show the couple their results from the Inventory.
2. Ideally, the facilitator should help couples share information and talk directly with each other.
3. The couple should experience the feedback sessions as a positive learning experience where they learn about their relationship, practice speaking and listening skills, and are encouraged to continue practicing these skills outside of their sessions

WORKBOOK FOR COUPLES

The Workbook for Couples contains 24 feedback exercises covering 12-14 relationship categories. You can choose the exercises you would like your couples to complete.

**Note: Facilitators are not expected to cover all of the exercises with each couple.*

High-quality premarital and marriage enrichment programs typically spend between 6 to 12 hours providing feedback and teaching relationship skills to couples. As Facilitator, you will make decisions about which exercises to use and how many sessions you will have to provide feedback to your couple.

Each exercise can be used as single sheet hand-outs or can be used in conjunction with the entire workbook. Each partner should have their own copy of the workbook, or a copy of the exercise being completed. Couple

Workbooks can be downloaded in PDF format from the website and copied as needed, or ordered from the P/E bookstore. In the PDF format, you can also print selected pages as needed.

Each exercise is designed to be self-explanatory for both facilitator and couple use. Some exercises are most effective when completed with the Facilitator (i.e. Sharing Strength and Growth Areas), while others can be done alone by the couple and work well as homework (i.e. the Budget Worksheet). Feel free to be creative and supplement the exercises with your own content and teaching, especially if you have professional training on specific areas or are working in a setting that emphasizes certain faith-based teachings and doctrines.

CORE EXERCISES

In the Table of Contents for the Workbook for Couples, you will notice that some of the exercises have an asterisk next to them identifying them as core exercises. Based on past research, these exercises have been found to be highly effective and important for building knowledge and relationship skills. While you may not use all of the core exercise with every couple, it is recommended that you include several of them with each couple. The core exercises and related assessment categories include:

Couple Exercise	Relevant Category
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- | | |
|--|--------------------------------|
| • Sharing Strength and Growth Areas | Core Categories |
| • Creating a Wish List | Communication |
| • Identifying Most Critical Issues | Personal Stress Profile |
| • Ten Steps for Resolving Conflict | Conflict Resolution |
| • Couple and Family Map | Family of Origin |
| • SCOPE out your Personality | Personality |

ADDITIONAL COUPLE EXERCISES

There are 18 exercises in the workbook in addition to the “core exercises”. The fact that they are not “core” exercises does not mean these exercises are any less valuable for couples. In some cases, you may want to replace a core exercise with one of the other exercises if it is more relevant to your couple’s needs, your program, or your setting.

As time permits, consider adding 2-3 more exercises to the core exercises as you provide feedback to couples. You can also select certain exercises for your couple to complete as homework between feedback sessions. The remaining exercises and the related assessment categories are:

Additional Couple Exercises	Relevant Category
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- | | |
|---|--------------------------------|
| Daily Dialogue and Daily Compliments | Communication |
| Balancing your Priorities | Personal Stress Profile |
| Wedding Stress..... | Personal Stress Profile |

How to Take a Time-OutConflict Resolution

Seeking and Granting Forgiveness.....Conflict Resolution/Forgiveness

Importance of Financial GoalsFinancial Management

Budget WorksheetFinancial Management

The Meaning of MoneyFinancial Management

The Dating Exercise.....Leisure Activities

The Foundation for IntimacySex and Affection

Sharing Roles.....Relationship Roles

Your Spiritual JourneySpiritual Beliefs

Managing your ExpectationsMarriage Expectations

Discussion QuestionsChildren and Parenting

Planning a Weekly Family Conference.....Children and Parenting

Stepfamilies: Choosing Realistic Expectations.....Children and Parenting

Practical Tips to Balance your RelationshipCouple Map

Achieving your Goals TogetherOverall Goal setting

Dealing with Abuse Issues

The PREPARE/ENRICH assessment contains several questions about abuse. The first three items deal with alcohol and drug use by parents, partner, and the individual. The next four questions focus on a variety of abuse (verbal, emotional, physical, and sexual) between parents, by parent, by partner, and by others. The last two questions ask about unhealthy sexual behavior and use of pornography.

The four abuse questions are global questions because it would be too intrusive and too lengthy to ask detailed questions about every possible abuse issue. However, if an individual does indicate a concern, this is an important area to discuss with him/her in more detail. Since an issue may potentially relate to abuse by or from the partner, this discussion should be conducted individually.

If you are a mandated reporter, follow the reporting guidelines for abuse as outlined by your state or professional license.

Abuse is related to the personality characteristics of the two persons in the couple relationship. The Relationship Dynamics section of the report focuses on four dimensions: *assertiveness, self-confidence,*

avoidance and *partner dominance*. Those who are at the highest risk for abuse are those who rate their partner high in dominance and rate themselves high in avoidance, low in assertiveness and low in self-confidence.

Know Your Professional Limitations

If you are not a licensed professional therapist or counselor, you should establish a relationship with one or more licensed professionals with whom you can consult on a regular basis. This will enable you to refer couples who have more serious individual and relationship problems.

Types of problems that typically require a referral to a licensed professional include:

- Abuse-physical, sexual, emotional
- Drug Addictions
- Alcohol Dependence
- Ongoing Infidelity
- Danger to self or others (suicidal thoughts or intentions)
- Serious Mental Health Disorders such as:
 - Clinical Depression
 - Bi-Polar Disorder
 - Anxiety Disorders

FACILITATOR REPORT

The Facilitator Report is not to be given to the couple for the following reasons:

1. Proper interpretation of the Facilitator Report requires a facilitator who has been trained and certified in the use of the Inventories. Couples who obtain this detailed Report may misinterpret the report. They may also view the results as permanent characteristics of their relationship, rather than as a snapshot of their relationship at a specific point in time.
2. An important purpose of the PREPARE/ENRICH Inventories is to help couples explore their Relationship Strength and Growth Areas in order to facilitate continued relationship growth. Because relationships change, the specific responses to items on the Inventory could be invalid after a few months.
3. The items in PREPARE/ENRICH are *standardized*. If the items are shared with someone who later takes the Inventory, it is likely their results will be affected and will not provide a valid assessment of their relationship.
4. The PREPARE/ENRICH assessment items are copyrighted. Giving them to the couple to keep is a violation of that *copyright*.