

# Anger Management for Minority Males Transitioning Into the Workforce

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- The purpose of this interactive anger management work is to develop an understanding of the unique experiences of minority males transitioning into the world of work. The objective of this workshop is:
  - To help minority males gain self-awareness of their emotions;
  - Explore the root cause of their anger, and;
  - Develop problem-solving skills to change their behavior as they negotiate through opposition and conflict in their daily lives.



# Anger Defined

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Anger can be defined as intent to preserve personal worth, essential needs, and basic convictions. Anger is ignited when the person perceives rejection or invalidation. Whether or not that is the message intended by the speaker, the angry person feels that his or her dignity has been demeaned.



# Anger Management Group Composition

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- ❑ Participants will range from ages 18 – 45 years old.
- ❑ Participants will be unemployed or underemployed
- ❑ Most group members will represent a low-income economic background.
- ❑ The educational level will vary from tenth grade education, a high school diploma or GED, and some college experience



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# *Six Anger Management Sessions*



# Introduction

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- The focus of the first session will be to get to know group participants and discuss the goals and objectives of the group. The group facilitator will conduct a warm-up exercise to help group members get to know one another, feel comfortable in a group setting and foster trust and support in the group.

# Exploring Your Anger

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- The second session will focus on anger self-awareness. Trainees will identify emotional triggers, thoughts, feelings, behaviors, and consequences through various exercises.
- 1) **Emotional Triggers** – something unpleasant happens
- 2) **Thoughts** – we evaluate, we think to ourselves
- 3) **Feelings** – we feel the way we think
- 4) **Behaviors** – we act out our feelings
- 5) **Consequences** – negative consequences escalate our anger



# Primary Thoughts

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- The third group session will focus on primary thoughts concerning anger. The primary thought is what an individual thinks before they respond with an emotion. The focus of this session will help group members connect upsetting triggers with primary thoughts to determine the underlying reason for their anger.

# Survival Skills I

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- In this session trainees will explore and develop strategies to successfully negotiate challenging situations that promote triggers. The focus of this session will help trainees contemplate change and transition to learning alternative responses to anger. Trainees will explore motivating factors to start learning new behavior patterns such as job stability, reduced stress on the job, personal growth, and promotion on the job.
- The group facilitator will introduce new learning skills to help trainees experience success. Trainees will go through the **COPING** with anger steps.

# Survival Skills II

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- Trainees will practice new acquired negotiation skills. The focus of this group will be to practice the COPING method learned in the previous session. Before getting started with a role-rehearsal exercise, trainees will identify scenarios they would like to use. Roles will be assigned and trainees will enact coping strategies using the COPING sequence. Group members will practice self-talk, and appropriate verbal and non-verbal behaviors.
- Allow each group member to read one of the anger eliminators on the “**Some Ways of Replacing Anger**” handout. Ask group members to give an example of how they will use the anger eliminator to replace their anger.



# Interpersonal Learning: Behavior Beyond the Group Experience

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Performing work in environmental remediation requires a team effort. During technical training the trainees will not only have an opportunity to learn new technical skills, but they will also be able to develop their interpersonal skills when performing technical simulated tasks.

Trainees will be encouraged to practice self-talk, COPING skills, and appropriate verbal and nonverbal behaviors during technical training. The trainees will also be encouraged to practice these skills with their family members and friends.

# Closure

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- Bring closure to the group by honoring the contributions of each group member. The focus of the closing group will be to share success stories, reflect on lessons learned as a member of the group and recognize unique qualities of each group member.
- The group leader will identify specific areas of growth he/she observed in each group member.

# Evaluation

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- The trainees will be asked to complete an evaluation of the anger management group after they have completed technical training. The evaluation will be used to determine if the group members' needs were met and to receive feedback on how the anger management group can be improved.
- Group leaders will have the opportunity to receive feedback from the trainees as well as the technical trainers working with the trainees. Group leaders will review the evaluations and discuss ideas to implement changes for the next worker training class. Individuals who have not progressed after the anger management group will be offered individual counseling.

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- Identify additional strategies trainees can use to help control their anger.
  - Recall a conflict that you were in that you were able to resolve without incident.



# Resources

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- *The Anger Workbook*, Authors - Carter, L. & Minirth, F. (1993)
- *Anger Management for Youth: Stemming Aggression and Violence*, Authors – Eggert, L. & Long, N. (1994)
- **Solution Tree**  
(800) 733-6786  
[www.solution-tree.com](http://www.solution-tree.com)