

# Newsflash

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Three-time Oregon Business Magazine  
Award Winner for  
best medium-sized nonprofit  
to work for in the state!  
and  
Two-time Alfred P. Sloan Award Winner

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## Every One is Different!

By Sheila Conroy

This Spring, I had the opportunity to attend a training in Portland hosted by FASCETS called, “Fetal Alcohol & Other Neurobehavioral Conditions.” Diane Malbin, the founder of FASCETS and presenter of this training, shared very valuable information about fetal alcohol syndrome and neurobehavioral conditions. This is sort of a complicated topic and interesting too!

During this class, many things I learned are useful tips for daily living for all people. Every brain like every person is different. When people feel behaviors are willful, there is punishment; when people feel behaviors are symptoms (of brain functioning), there is support. Remember, I am not the problem, I have a problem; moving from describing a label to understanding a person is helpful.

When there is anger, frustration, or blame . . .there is missing information. What is missing? What age is this behavior? Support the person where they are. Caregivers and practitioners need to do a mental shift from “won’t” to “can’t”; to change our behaviors, not the individual. I am not broken, please do not try to fix me, but do try to understand me. The better the fit between expectations and abilities, the less stress; adjust expectations to fit the ability

FAS (Fetal Alcohol Syndrome) is similar (symptomatically) to Dementia. For those experiencing FAS and other brain based disorders, the brain works harder causing fatigue and irritability. When I say I am tired, listen to me. It may mean my brain is fatigued, that I am hungry, or need a drink of water. Be sure folks you work with get enough breaks, rest, and liquids.

Some brains do not recognize subtle differences. This means that storing and retrieving information may not be connected and that this individual’s brain works differently than a mainstream brain. Slow down communication, be quiet and listen, give time for responses. Show me, do not tell me.

### Resources

FASCETS	<a href="http://www.fascets.org/">http://www.fascets.org/</a>
FASTAR	<a href="http://fasstar.com/">http://fasstar.com/</a>
NOFAS	<a href="http://www.nofas.org/">http://www.nofas.org/</a>
Arc of Oregon	<a href="http://www.arcoregon.org/">http://www.arcoregon.org/</a>
Autism	<a href="http://www.iidc.indiana.edu/?pageId=488">http://www.iidc.indiana.edu/?pageId=488</a>

## Happy Birthday to:

Amanda N	Christopher C	Jimmy Joe O	LaDonna G	Renae K
Andrew C	Clinton M	Jonathan C	Lila M	Rick J
Angela F	Connie W	Jordan E	Linda W	Ricky A
Bradford C	Conor H	Joseph C	Luke G	Robert C
Bryon Y	Cynthia H	Joseph K	Maria R	Robert G
Buzzy B	Darren L	Joshua S	Mark A	Sam N
Chad G	Eda W	Kim V	Michael M	Shelina J
Charles H	Jennifer B	Kodiak S	Paul B	Steven M
Chris H	Jennifer B	Kristel W	Rebecca W	Terry L
				Victor C

And to anyone we may have missed!!

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Eugene, OR 97401



LookMeInTheEye.org



<http://fullaccess.org>

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