

PICK a Partner Research Overview



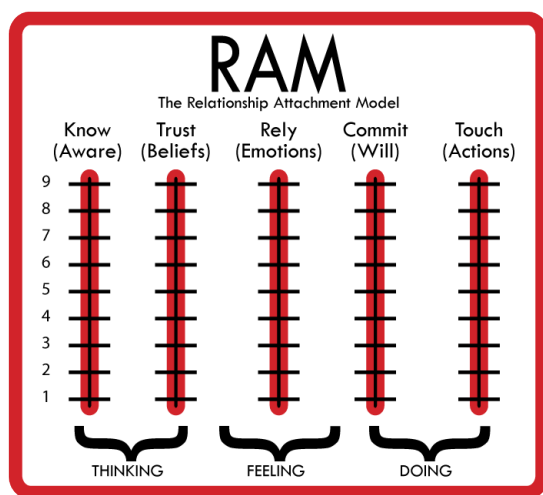
The following report summarizes the research on the PICK a Partner Program. For research summaries on the other programs offered by Love Thinks please visit www.lovethinks.com or email info@lovethinks.com.



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Overview of the Courses that teach the RAM

The Relationship Attachment Model™ (RAM) is an easy-to-understand, interactive model that provides a framework for integrating the basic systems of the



self, the connections in relationships, and the major psychological theories. First, this model proposes that there are five distinct and inter-related systems of self: a sensory system, a cognitive system, an affective/emotional system, a volitional system, and a tactile/sexual system. Second, each system contributes a unique connection to the overall experience of relationships: the sensory system contributes awareness within the self with the connection of knowing others; the cognitive system contributes beliefs within the self with the connection of trusting others; the affective/emotional system produces emotions within the self with the connection of relying on others; the volitional system produces a will within the self with the connection of commitments to others; and the tactile/sexual system contributes actions/expressions within the self with the contribution of touching others. The first two dynamics relate mostly to thinking processes

(sensory integration theory, cognitive theory, attachment theory, object relations theory); the third to feeling or affective processes (social exchange theory, emotionally-focused theory); and the last two relate mostly to behavioral processes (behavioral theories, sexual theories).

The RAM can explain the connections in four key relationships of life: how one relates with oneself, others, circumstances and spirituality. These four domains capture most life experiences.

COUNSELING WITH THE RAM

This course explains counseling theory and research integrated and supported by the RAM. It uses the RAM to provide a framework for understanding the counselor's relationship with a client/constituent in counseling and then a framework to understand the constituent's relationships with others, self, circumstances and spirituality. In the case of the former, the course teaches key areas to explore with a client (KNOW), ways to develop a therapeutic alliance and trust while formulating an accurate conceptualization of the client (TRUST); ways to determine the competency of the counselor to meet the needs of the client (RELY); ways to determine the plan to help the client (COMMIT) and follow-up with the client (TOUCH) to ensure that treatment/support/referrals are effective in client's life.

PICK (Premarital Interpersonal Choices & Knowledge)

This course applies the RAM to singles' romantic relationships with emphasizing healthy relationship development (each level should not exceed a previous level in developing relationships) and five crucial areas to explore to accurately KNOW a partner

from other relationships, compatibility potential and relationship skills).

LINKS (Lasting Intimacy through Nurturing, Knowledge & Skills)

This course applies the RAM to couples' relationships with emphasizing that the balance of the RAM connections will naturally fluctuate. The key is that couples regularly balance their imbalances by strengthening and setting goals with each of the five dynamics of the RAM in weekly "huddles."

OUR HOME RUNS (Families stepping up to the plate)

This course applies the RAM to family relationships to strengthen the ways that families communicate, respect, work and play together, support and build family resilience, and express affection and affirmation. Our Home Runs, like the LINKS course, also teaches a practical format using the RAM but in this case, for family meetings: Catch Up (know), Patch Up (trust/respect), Dream Up (rely through working and playing together), Back Up (commit & support), and Build Up (expressing affection & affirmations).

ULTIMATE SPIRITUAL RESILIENCY & RELATIONSHIPS (R&R)

The last course applies the RAM to the development of spirituality. This pluralistic course encourages individual exploration and small group interaction while emphasizing that spirituality is resilient to the proportion that it is a positive source of strength to the three other relationships of life: how one relates with him/herself, others, and the circumstances of life. Although all humans are spiritual beings, spirituality can also be developed and the RAM provides a practical framework for understanding this journey. This process begins with one's awareness of spirituality (KNOW) and his/her own spiritual values/beliefs (TRUST); the process of developing and deepening spirituality requires that these values and beliefs also become sources of strength (RELY) in how circumstances and emotions are managed; and finally, priorities and decisions (COMMIT), and relationships with others (TOUCH) need to be consistent with these spiritual values and beliefs.

MILITARY SETTINGS: CH-BOLC

Pastoral Counseling with the RAM is taught in Phase Two of the Army Chaplain Basic Officer Leadership Course. Chaplains are instructed in counseling theory and marriage and family relationship research in the first half of this course. Then they are taught how to conduct an initial counseling interview, form a conceptualization and simple treatment plan for a client/constituent, and determine competency, need for referral, follow-up and pastoral care.

Three certification courses are taught in Phase Three that apply the RAM to three key relationships: PICK for premarital romantic relationships; LINKS for couple relationships; and Our Home Runs for family relationships.

The use of the RAM provides a CONTINUITY of training in both pastoral care and the practical courses taught in Strong Bonds to help singles, couples and families build healthier and more resilient relationships.

MILITARY SETTINGS: C4

PICK and LINKS have been taught to Chaplain Captian's Career Course (C4) classes when it was determined that the majority of students have not received certification in these courses. If student-chaplains have been trained then updates of materials are provided and reviewed.

The Ultimate Spiritual R&R course is also taught to C4 classes to provide chaplains with a course that is consistent with principles in the Comprehensive Soldier Fitness resiliency training and able to be taught in pluralistic settings.



Overview of PICK a Partner workshop

OVERVIEW

The PICK (Premarital Interpersonal Choices & Knowledge) Certification Course is designed to provide a plan for youth & adults of all ages to follow their hearts (pacing a new relationship in safe and healthy ways) without losing their minds (exploring five key areas that foreshadow what this partner will be like in marriage). Instructor certification can be attained by attending a certification training or from the teach-out-of-the-box DVD training/certification that is included in the PICK Instructor Certification Packet. There are five or ten lesson workbooks and three versions—secular, military, and faith-based Christian versions. There is also a Parent Guide that provides parents with an overview of the PICK course and how to talk with their kids about the material.

DESCRIPTION

The PICK course has workbooks which include exercises and activities that facilitate small group interaction which applies the material and helps individuals develop healthy and intentional relationships while exercising wisdom in their choice of a romantic partner. This course has over five thousand certified instructors teaching the PICK course in high schools, colleges and universities, military settings, social agencies, prisons, churches, single organizations, and coalition organizations. Specifically, the PICK certification course has been taught in the US Army Strong Bonds Program since 2001 and at the Army Chaplains Basic Officer Leadership Course (CH-BOLC) since 2004.

The PICK course provides a thorough educational and interactive training about relationships (boundaries, attachment, intimacy, trust, sex and commitment) and the areas to explore in the dating relationship. The

PICK course is a blend and application of two major fields of theory and research: assessment theory and attachment theory. Participants will learn five areas that summarize research in the assessment of characteristics that predict marital quality and longevity in a practical and user friendly format that can be used to facilitate classes and counseling with singles and premarital couples. In addition, the Relationship Attachment Model provides a psychologically sound interactive picture of the major bonds that form the connections in relationships. This model is used to help others understand ways to be intentional in the pacing of their relationship closeness and bonds.

The PICK Instructor Certification Course (from a live training or on DVD) prepares instructors to be able to teach all versions of the program with the lesson plans. PICK has military, adult, youth, parent and Christian faith-based workbook versions. There is also a Parent Guide which helps parents talk with their kids about dating and marriage. Certified instructors are able to gain access to additional instructor resources on the program website.

Major areas presented in the PICK course include: intimacy and romantic love; how trust is developed; emotional dependence and attachment; commitment; sexual involvement and personal boundaries; predictors of marital satisfaction; family background and mate choice; the role of the conscience in marital relationships; relationship skills and marital success; and areas of compatibility to consider in the dating process.

LEARNING OBJECTIVES

In the PICK course, individuals will:

1. Gain the ability to pace a romantic relationship with the Relationship Attachment Model.
2. Explore five major areas crucial to both being a healthy partner and knowing what a person will be like as a partner:
 - Family dynamics that predict future marriage patterns.
 - Attitudes and actions of someone's conscience.
 - Compatibility potential between you and the person you are dating.
 - Examples of how a person acts from learning about other relationship patterns.
 - Skills a person has in communication and conflict resolution.
3. Develop a plan for how to intentionally pace the trust, emotion and sexual closeness in safe and healthy ways according to the Relationship Attachment Model.
4. Gain a way to measure character and marriagability.

TEACHING & TRAINING METHODS

The PICK course involves brief lectures, class discussion, small group and individual activities.

MATERIALS

Program materials come in English, Spanish and Chinese languages with over 5,000 instructors teaching this course in all 50 states and 10 countries.

INSTRUCTOR CERTIFICATION COURSE

Participants receive an overview of the certification course which includes instructor lesson plans (200+ pages); 8-hour DVD Certification Course for review and continued training; 2-DVD live presentation of 5 lesson program; power point CD; copy of the participant workbook and mini-RAM; large instructor tri-fold RAM board, and a summary of the research used in the course. Participants will also gain access to the private PICK instructor sections of the website for additional instructional materials and free downloads.



Healthy Relationships & the Military

The United States has been a country at war for over a decade now, which has increased demands and stress on the families and marriages of soldiers. Many military personnel are serving multiple deployments and dual-military marriages may even be suffering back to back deployments, prolonging the amount of time spouses spend apart. Because of these increased demands and stressors, the United States military has taken a vested interest in the status of the marriages and families of their soldiers. This interest is further driven by previous research that suggested that soldier retention rates, performance, overall satisfaction with military life, and healthy coping methods are all affected by a soldier's marital and family life satisfaction (Drummet, Coleman, & Cable, 2003; Albano, 1994; Rosen & Durand, 1995). Orthner and Bowen (1982) stated that "it has been found that the extent to which people are satisfied with their family life is reflected in their job performance and ultimately tied to the decision to stay in the military." Retention is especially important because training costs are very high given the military's specialized technologies. In addition, virtually all military members are hired at entry level positions and therefore all promotions come from within, thus losing potential candidates for promotions and higher ranks comes at a considerable cost to the military (Wadsworth & Southwell, 2010).

Research has also found that the military offers incentives that encourage soldiers to marry (Zax & Flueck, 2003; Hogan & Seifert, 2010). While military members who are married are granted supports that may stabilize their marriages such as: steady paychecks, healthcare, and educational programs that promote healthy marriages, the military also offers a number of financial supports to married members that are not available to singles. These financial benefits may

ultimately influence some young service members to marry earlier or to be less discerning when choosing a partner than they may have otherwise (Hogan & Seifert, 2010; Karney & Crown, 2007). Research has consistently shown that individuals in the military marry at higher rates than the civilian population; however among those serving only females have been shown to dissolve their marriages at higher rates (Hogan & Seifert; Pollard, Karney, & Loughran, 2007).

Benefits of Relationship Education

- Silliman (2003) argued, "Today's adolescents face personal and social conditions that place them at risk for dating and marital problems and offer little incentive or assistance in developing healthy relationships. Much of the effort is concentrated at marriage preparation, enrichment, and therapeutic divorce preparation and recovery, greater emphasis is needed in building healthy relationships beginning with dating competencies" (p.278)
- Gardner, Giese, and Parrott (2004) argued that many relationship attitudes and behavior patterns are developed well before adulthood and engagement, when most couples attend premarital prevention programs.
- Studies evaluating the effectiveness premarital enrichment programs and courses have reported that participation is highly effective and that couples who participate are typically better off than those who do not (Cole & Cole, 1999).

- Gardener (2001) also found that when high school students participated in a premarital education program they were less likely to see divorce as a good option and were slightly more favorable toward marriage preparation and counseling. Amato and Rogers (1999) argued that these shifts in divorce attitudes are essential because they found that individuals who adopted more favorable attitudes toward divorce tended to experience declines in relationship quality, whereas those who adopted less favorable attitudes toward divorce tended to experience improvements in relationship quality.
 - Research has supported that couples which are better acquainted before marriage have significantly higher rates of marital quality (Birtchnell and Kennard, 1984; Grover, Russell, Schumm and Paff-Bergen, 1985; Kurdek, 1991,1993), and experience fewer problems when they face the inevitable difficulties of marriage (Grover et al, 1985).
 - Stanley (2003) argued that one of the primary reasons premarital education has value is because it slows couples down and fosters greater deliberation. Singles need a plan in order to have a conscious, intentional approach to dating and mate selection
 - Educating singles about healthy dating and marital choices in a framework of pacing the development of their relationship hold tremendous promise for the prevention of future marital problems and divorce (Van Epp, et al., 2008).
- ratings by their supervisors than single soldiers (Orthner, et al., 1992), were promoted faster (Raiha, 1986) and had fewer job-related problems over the past four decades (Burnam, et al., 1992).

Benefits of Healthy Marriage to the Military

- Married soldiers were more likely to remain on active duty than single ones (Raiha, 1986).
- Marriage increased the retention rates for males, especially if they were happily married (Schumm, et al., 1996).
- Married soldiers served longer than single soldiers and tended to have a higher commitment to the Army (Burnam, et al., 1992).
- Happily married soldiers were given higher

PICK a Partner Research

The PICK a Partner program has been taught to soldiers and Chaplains all over the world and has been used by community organizations and coalitions around the country. The following pages will review the research conducted on the PICK a Partner program with soldiers and civilians. Additionally, reviews by United States Army Chaplains of their PICK a Partner trainings will be provided.

Study One

Van Epp, M.C., Futris, T.G., Van Epp, J.C., & Campbell, K. (2008). The impact of the PICK a Partner relationship education program on single Army soldiers. *Family and Consumer Sciences Research Journal*, 36, 328-349.

Overview

This study examined whether participation in the PICK program affected single soldiers' knowledge and attitudes about relationship development and marriage. Participants were asked to complete a survey to measure their attitudes and beliefs about relationship development and marriage before and after participating in the PICK program. These results were also compared to single soldiers who did not participate in the PICK program; this group served as the control group. Soldiers from Fort Jackson and the Defense Language Institute participated in the study (n= 123 program group & n= 149 control group).

Findings

After completing the program, participants described their experience as valuable and rewarding. Among the 123 program participants:

- 95% felt more confident in their dating relationships
- 98% planned on using the information they learned
- 98% would recommend the program to others

- 97% said they were satisfied with the program and 97% also agreed the program was helpful

After completing the program and compared to the control group, program participants:

- Showed a significant increase in the importance they place on getting to know their partner in five areas research and the PICK program deemed important (FACES).
- Reported less constraining beliefs about marriage.
- Felt more knowledgeable about developing a healthy relationship that leads to a healthy marriage.
- Felt more confident in their abilities to use the skills learned from PICK to develop healthy relationships.

Implications

Based on the findings, this study suggested that the PICK program helped to educate singles about taking time in their relationships so that they may make healthy and lasting relationship decisions. This is especially important among single soldiers, because previous research has found that soldiers tend to enter into marriage quickly. This study also found that the PICK program instilled confidence in and knowledge about how to build healthy relationships.

Study Two

Manning, W.D., Trella, D., Lyons H., Gulbis, A., & du Toit, N. (2008). *Healthy relationships and healthy marriages: Final report*. Center for Family and Demographic Research. Bowling Green State University. Bowling Green, Ohio.

Overview

This study provided an overview of a multi-method assessment of the Grand Rapids Healthy Marriages Healthy Relationships (HMHR) program, PICK a

Partner. The HMHR program implemented the PICK program to low-income individuals. The assessment involved surveys data and two waves of 90-minute interviews (wave 1 n= 57 & wave 2 n= 48) that addressed the views and experiences of program participants. The data was qualitative in nature and was collected following the completion of the program and 6 months following the program.

Findings

After completing the program participants stated that:

- They would overwhelmingly recommend the PICK program to family and friends
- They were satisfied with the program content and instruction

Findings at the 6-month follow-up

After the 6-month follow up participants stated that:

- They felt more confident and competent in setting boundaries for current or future partners.
- They raised relationship standards with current or future partners.
- They felt more able to keep “jerks” at a distance.
- They were taking more time to get to know a potential partner’s background before committing to the relationship and becoming physically intimate in the relationship .
- Felt motivated to become a good relationship role model to children and others in the community.
- The program helped them form and sustain healthy relationships and offered them the tools to break off unhealthy relationships.
- Felt prepared to avoid the same relationship mistakes they had made in the past.
- The program helped them recognize areas in themselves that would benefit from improvement.
- They felt the skills they learned in the program translated into other relationships in their life such as: friendships, family relationships, and work related relationships.
- They felt motivated to share their new relationship expertise with others.

Implications

The results of this study suggested that the PICK program had a positive impact on the low-income individuals who participated. In particular, the PICK program was well received and liked by the participants. Additionally, at the 6-month follow-up the impact of the PICK program was still apparent and the participants were putting the lessons they learned in the program to use. Specifically, the participants were enforcing more boundaries, raising their standards, and felt empowered by the tools taught in the program to avoid unhealthy partners.

Study Three

Schumm, W.R. and Theodore, V. (2011). A longitudinal study of the PICK a Partner program. Preliminary findings. Data is still being collected.

Overview

Currently, a longitudinal study is being conducted on the effectiveness of the PICK a Partner program with single soldiers. The program is being delivered at three Army bases: Ft. Bliss, Ft. Benning, and Ft. Riley. To date, 232 participants have completed an hour overview of the PICK a Partner course and 38 participants have completed the full course and subsequent pre and post surveys. Preliminary findings based on just the 38 participants who provided all data and participated in the full course are presented below.

Findings

After completing the program participants stated that:

- 97.4% of single soldiers are very satisfied with the PICK program.
- 89.5% of single soldiers would recommend the PICK program to others.

Pre and Post Test Findings

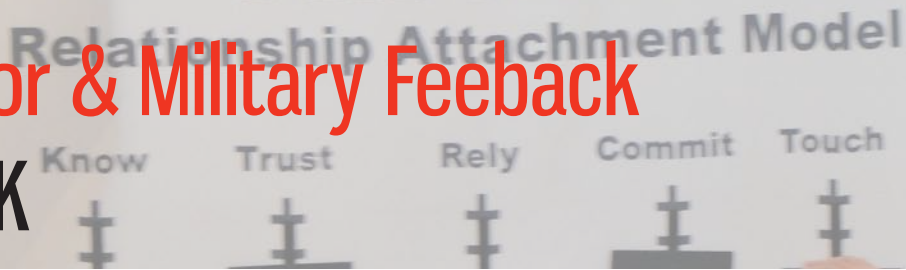
An examination of the pre and post surveys suggested a significant program impact. The preliminary findings are in the table to follow. Participants demonstrated a significant program impact effect on all items except, I understand/understood that love is both emotional and rational. The lack of significance on this item

about love than it is a measure of program effectiveness. All of the other items were significant, with participants indicating greater agreement with the statements following the delivery of the PICK program. These preliminary findings lend support for the effectiveness of the PICK a Partner program.

Item	Pre	Post	T-value
I felt/feel confident in my ability to maintain a balance between the critical bonding dynamics in a relationship.	3.42	4.08	-5.92 ^d
I knew/know talking, togetherness, and time are necessary for a well-rounded understanding of a potential partner.	4.06	4.53	-4.32 ^d
I felt/feel confident about choosing the 'right' partner.	3.53	4.19	-4.83 ^d
I understood/understand that love is both emotional and rational.	4.08	4.33	-1.95
I felt/feel that I have a good understanding of how to get to know a partner.	3.86	4.36	-3.87 ^d
I could/can identify the difference between someone's conscience and their dating skills.	3.30	4.00	-4.13 ^d
I could/can identify the things that are important to get to know about a partner.	3.81	4.39	-5.39 ^d
I understood/understand that previous relationship patterns often repeat in the next relationship.	3.89	4.31	-3.25 ^c
I knew/know that marriages that had courtships that lasted less than two years have much greater chances of divorce.	3.60	3.97	-2.41 ^a
I understood/understand that sexual involvement results in emotional bonding.	3.92	4.36	-4.39 ^d
I understood/understand that my own family experiences will impact my future relationships.	3.89	4.28	-2.91 ^b
I was/am confident that I will be able to apply enough self-control in setting boundaries when forming trust during the early stages of a dating relationship.	3.76	4.32	-3.60 ^c

Note: scores ranged from 1 strongly disagree to 5 strongly agree, with higher mean scores indicated greater agreement with the statements. a = $p < .05$; b = $p < .01$, c = $p < .001$, d = $p < .0001$.

Instructor & Military Feedback with PICK



A total of 631 military Chaplains were surveyed following trainings in the PICK a Partner and Marriage LINKS programs. The majority of the Chaplains were trained as part of the Chaplain Basic Officer Leadership Course (82%) and the remaining Chaplains were trained at Strong Bonds events (18%). These results are different than those reported above because the Chaplains were not just participants in the program, they were being trained to teach the program to others. The majority of the Chaplains trained in the PICK and LINKS courses were male (87%), married (79%), and white (55%). Overall, the results indicated that the Chaplains were satisfied with their trainings and felt that these courses will help singles and married couples build and maintain healthy relationships.

U.S. Military Chaplains: PICK Program Evaluation

These findings represent the aggregate of numerous PICK a Partner trainings provided to military Chaplains. The feedback data and some select comments are below.

	% Agree	% Slightly Agree	% Slightly Disagree	% Disagree
The instructor gave clear explanations of the program material.	98.6	1.2		
The PICK program addressed relevant relationship issues that singles face	97.5	1.9	0.5	0.2
The PICK program will help singles know how to build healthy relationships	96.9	2.2	0.5	0.2
I believe the PICK program will benefit singles	96.6	3.1	0.4	
I increased my understanding and confidence of how to effectively teach the PICK program.	92.7	6.6	0.3	0.3
Overall, I am very satisfied with my training in the PICK program	95.4	4.1	0.2	0.2

- This program is great. The training makes me feel very confident that I could step in and start teaching this myself!
- Very powerful program. I think this is perhaps the BEST program I have seen, using general revelation.
- Amazing training that will help me to promote health to soldiers, mentally, spiritually, and emotionally.
- This course was very interesting and informative especially for a single soldier. I am single so I really enjoyed it!
- This training is excellent and will greatly assist members of my unit and improve relationships. Soldiers and their families will greatly benefit from this program.
- We are fortunate to have this presenter. He not only authored his material, he presented it with talent that held our attention. He modeled how we should present the material, gave us useful tips and advice, and made the training enjoyable. I am going to use this in my own relationship. Keep him coming back as long as possible!
- Favorite 2 days of CHBOLC. I loved it! Thank you so much for investing in this program.



DR JOHN VAN EPP

author | speaker | trainer

about John

John Van Epp, PhD in Counseling Psychology, is the founder of Love Thinks, LLC and author of *How to Avoid Falling in Love with a Jerk*, published by McGraw-Hill. His pastoral background, twenty-five years of clinical experience and extensive research in premarital, marital and family relations have paved the way for his courses, *PICK (How to Avoid Falling for a Jerk)*, *Couple LINKS*, *Our Home Runs*, *Ultimate Spiritual R&R*, and *Pastoral Counseling with the RAM* to be taught in thousands of churches, singles organizations, military and educational settings and social agencies in all fifty states, ten countries and by more than 6,000 instructors certified by Dr. Van Epp.

Van Epp and his innovative Relationship Attachment Model, book and relationship courses were awarded the Smart Marriage Impact Award (2008) and have been featured in *The Wall Street Journal*, *Time Magazine*, *Psychology Today*, *O Magazine*, and *Cosmopolitan*; and he has appeared on the *CBS Early Show*, the *O'Reilly Factor*, *Fox News*, and *Focus on the Family*.

“EYE OPENING AND PRACTICAL, HOW TO AVOID FALLING IN LOVE WITH A JERK IS FOR ANYONE WHO'S TIRED OF DATING AND WANTS TO FINALLY FIND “THE ONE”.”

JOHN GRAY, AUTHOR OF MEN ARE FROM MARS, WOMEN ARE FROM VENUS

POPULATIONS SERVED

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Incarcerated Youth & Adults

Faith-based Organizations & Churches

Divorced & Single-Again Adults

Recovery Organizations & Programs

Domestic Violence & Pregnancy Centers

“FROM A RICH CLINICAL AND ACADEMIC BACKGROUND, DR. VAN EPP IS ABLE TO EXPLAIN THEORY & RESEARCH WITH SUCH PRACTICAL INSIGHTS, PERSONAL STORIES, & A CONTAGIOUS SENSE OF HUMOR!”
US ARMY CHAPLAIN, LOVE THINKS INSTRUCTOR

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“

WITH ALL THE CHANGES IN THE MILITARY, I BELIEVE THAT LOVE THINKS PROGRAMS WILL HELP INDIVIDUALS, COUPLES, & FAMILIES COPE WITH WHATEVER CIRCUMSTANCES THEY FACE.”

US AIRMAN, ULTIMATE SPIRITUAL R&R INSTRUCTOR

PROGRAMS OFFERED

PICK a Partner Program: for singles

Couple LINKS: for committed couples

Ultimate Spiritual R&R: for all individuals

Our Home Runs: for families

Counseling with the RAM: for Lay & Professional Counselors

about Love Thinks

Love Thinks, LLC is dedicated to creating educational programs that teach how to build, strengthen, and manage relationships. You will find that the Relationship Attachment Model (RAM) provides a picture of love and closeness. When you understand what produces the feelings of love in your relationship, and how these dynamics work together, then you can manage your relationship, healing hurts and deepening intimacy.

Four programs use the RAM. The first is the PICK a Partner, aka *How To Avoid Falling for a Jerk(ette)* which teaches how to build a healthy relationship that keeps the head and heart working together. The *Couple LINKS* Program empowers couples to be active relationship managers and work together to keep their relationship strong and resilient. *Ultimate Spiritual R&R* teaches individuals how to use the RAM to develop their spirituality in ways that increase their ability to resiliently relate with three domains of life: self, others, and circumstances. And *Our Home Runs* helps families know how to stay connected while successfully running their homes.

“

THE RAM IS AN EXCELLENT TOOL. THE BEST TRAINING I'VE EVER RECEIVED. I HAVE A MASTERS IN COUNSELING & NEVER RECEIVED INSTRUCTION SO PRACTICAL, RELEVANT, AND USEFUL.”

CLINICAL COUNSELOR, LOVE THINKS INSTRUCTOR

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