**THE PROBLEM**

**Prison Culture**

Dysfunctional prison culture lacks a cohesive and prison-wide embrace of guiding prosocial values and (as a consequence) negatively impacts staff, prisoners, and outcomes.

Consequences for staff include: reduced well-being, sense of community, and job satisfaction; increased incidents, absenteeism, and turnover.

Consequences for prisoners include: reduced program impact, role models, and sense of support and safety; increased incidents.

**THE SOLUTION**

**Good Citizenship Model™**

- Education on practical and effective prosocial values (Integrity, Responsibility, Productivity, Community, Affirmation, Restoration)
- Values are practiced, embraced, and manifested
- Staff/prisoner interactions improve
- Prosocial beliefs/behaviors increase
- Positive identity/character development
- Dysfunctional beliefs/behaviors decrease
- Staff/staff interactions improve
- Prison climate improves
- Well-being improves

**PRISON OUTCOMES/RATES IMPROVE**

- Incident rates (staff and residents)
- Staff turnover
- Prison program effectiveness
- Post-release outcomes
- Post-release civic activity
- Post-release meaningful community roles
- Meaningful in-prison roles held by lifers