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INTERNATIONAL ASSOCIATION OF CANINE PROFESSIONALS

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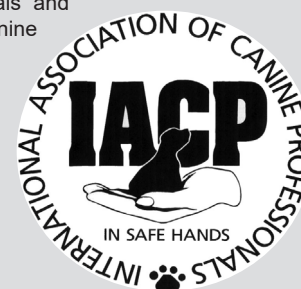
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OUR MISSION STATEMENT

The International Association of Canine Professionals is dedicated to the education, development, and support of dog training professionals world-wide. The IACP provides a community where experienced dog trainers mentor, guide and cultivate members to their full potential. Our commitment to the highest quality training increases our members' skills and abilities, develops professional recognition, and improves communication on training best practices. We support our members' rights to properly use and promote effective, humane training tools and methods to create success for each dog and owner, while expanding the understanding and cooperation among canine professionals and dog owners across the full spectrum of the canine industry.

In achieving these aims through education and training, the IACP works actively to reduce cruelty and abuse to canine partners.

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The IACP is proud to announce that Members

Robin Myers, Jill Kessler-Miller, Monica Davis, Bonny Wainz, Kristi Smith, Sandy Stokes, Lisa Marie Daniel, Susan Barnes, James Hamm, Summer Milroy, & Melanie Donne

have successfully completed their Certified Dog Trainer examination and are now able to add the designation IACP-CDT to their names.

In addition, Members

Gretchen Stephenson, Tod McVicker, & Robin MacFarlane-Reinert

have earned the CDTA and PDTI certifications and are now able to use these designations in their titles.

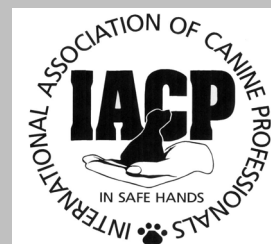
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President's Letter

by James Hamm

Leadership, standards and discipline:

Discipline and standards define what it means to be a canine professional. Through the teaching and instillment of training standards from one another we honor, improve and serve the public at large. The dilemma is that we work inside an unregulated industry where in many cases it is a "buyer beware" scenario. Many of you have been the second, third or fourth trainer a client has worked with, and their frustration and lack of trust increases with each failed attempt for help.

The IACP wants to change this by inspiring us to adhere to and exceed the standards for the level of quality service clients expect from Canine Professionals. Standards and discipline are the foundation of what is professionally correct, and as such, instills trust in ourselves, our peers and our clients. It is this definitive trust in one another and in the skills we demonstrate daily that molds and strengthens our culture.

The IACP has created a system of evaluations and standards through the CDT program that I strongly encourage each and every one of you to participate in. Will it effect your economic status? Will it make you a better trainer? Will it change your life? Will it increase the number of clients searching for you daily? The answer to those questions is probably "no." However, by demonstrating your skill set, being willing to be evaluated by fellow professionals and sacrificing your time and effort to support the industry as a whole speaks volumes to who you are and what you represent.

The CDT program recognizes the canine professional who demonstrates leadership, skill, concern for the needs of others, training development, professional growth and mentoring the next generation of trainers and small business owners. The absence of discipline and standards plagues and negatively impacts our industry. A lack of discipline also diminishes the sustainability and readiness of our workforce and destroys the trust, good faith, and hope the public has placed in us. When you support the program of professional standards, you are doing much more than just taking care of yourself. You are promoting all of us to a higher level.

Discipline is a behavior. Discipline is an attitude. Discipline is the why and how of being a sterling example, a skilled technician, a teacher and leader of others. Standards provide a method to measure performance and ensure that we excel in all our endeavors. Standards define the desirable, the achievable, and the measurable success of a professional. Standards increasingly raise the bar to hold us to higher expectations of excellence which our clients hope and pray for when they call us for help.

I personally ask each of you to participate in the CDT program. Help the IACP improve the industry by providing the leadership, standards and discipline that is required. Let us start with ourselves and then together we will decide how to make it better for everyone.

Respectfully,

James Hamm

James@canineprofessionals.com



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Restraining Canine Drives: Capping and Neutrality, Part 1

by Jerry Bradshaw

How we understand dog behavior is based on a paradigm in the trainer's mind--a paradigm being a way of thinking or understanding something, otherwise called a scientific model. For working dogs, the prevalent paradigm of understanding their behavior is what we call the "Drive Model" of canine behavior. That is, we understand working dogs to have a set of inherent drives or instincts that are "hard wired" and which impel them to act as a result of being presented with certain stimuli. There is, for example, prey drive, which impels a dog to hunt for, chase, catch, and kill in order to eat; or defense drive, another inherent instinct which impels a dog to defend itself from threats to itself, its territory, or possessions. Depending on the dog in question, these drives can be very intense, or quite dull. When we get a dog that is very intense in how it expresses its drives, we sometimes have to teach the dog to compose itself in the presence of the stimulus that elicits the intense drive response.

As an example, if you have a dog with intense prey drive and tease it with a ball or a bite sleeve, its prey drive will elicit as the movement of the prey object is initiated. The dog will get excited and put all of its energy into trying to get the object. Over time just seeing the object, and later only the expectation of obtaining the prey item in a context where the dog normally will obtain the item, will cause the prey drive to come up. So as you walk onto your training field with the dog he pulls into his collar, choking himself almost to the point of falling out.

The dog can "know" obedience commands like sit and down, and perform them in many contexts out of drive, but then as soon as you initiate the expectation of the prey item being obtained (context, or the visible manifestation of the item), the dog's drive can override his ability to keep his composure and perform the commands. In order

to regain control of the animal, we have to teach him how to compose himself in the face of the stimuli that cause him to get out of self-control. This process of teaching the dog to compose himself and restrain or internalize (not express) his drive temporarily is called drive capping. The process over time of teaching the dog not to become self-stimulated in the presence of stimuli or contexts that normally would cause the dog to express his drive is called drive neutrality.

Drive Capping

In physics you learn that energy can exist in two states-- kinetic energy and potential energy. Kinetic energy is the energy of motion, a projectile flying through the air, or in our paradigm, uncapped drive for the dog, e.g. pulling at the end of the leash barking and straining to get the sleeve or ball. (If you step out of the performance dog example and think of a low threshold defensive dog, the arousal of defense drive can come with the mere proximity of a stranger, causing a fear response and defensive aggressive reaction. This is expressing drive as well and something a pet trainer will want to be able to exert control over).

Potential energy, on the other hand, is energy that is stored in the object, and unexpressed until released. A stone on the edge of a cliff has potential gravitational energy; one slight push and now it expresses kinetic energy, but until it is pushed, the energy is stored. Think of the dog in a capped drive state, full of energy ready to be released.

Drive capping a high drive dog can seem at first a lot like trying to put the genie back in the bottle. In drive capping, the dog is taught that by doing the obedience command and internalizing his outward expression of drive he will receive the prey object as a reward. Metaphorically, our high prey dog is a pot of boiling water when it expects

to receive the object (toy or sleeve) and our job is to take that energy and tamp it down like a coiled spring, suppress the boil temporarily, and allow that energy to go into the obedience command. The energized obedience command is much faster than the obedience command out of drive. We expect, however, that spring to uncoil and let out all that drive when we release the dog from the obedience command. If I tease my dog with a ball on a string, making him lunge at it and snatch it away a few times, peaking his outward expression of drive, and then tell him “down” he has to internalize all that energy and do his obedience command, but once performed it will be fast--as all that energy has to go somewhere! If the dog obeys and gives me the fast down, I release it into the toy, and the dog learns to down fast as a way to obtain the object. In capping, we can vary the duration of the restrained energy to ask the dog to hold its drive in for longer periods, but we must remember that underneath, the dog is boiling for release, so as we push the duration of the cap we can expect the dog to want to self-release to get what it wants.

Drive capping is a short term effect. During an obedience routine, or a training session, the dog is in and out of a capped state. Intensity climbs and then diminishes. Rewards given during the obedience routine can bleed off the drive by rewarding the behavior that the dog is capped in. Then, deprivation of the reward again increases the intensity of the drive level, and we cap again. Over time we want to be able to increase the intensity level at which the dog is capped. This should create faster exercises.

We first start teaching the dog to cap its drive at low intensities and work our way up to higher intensities systematically. This process is called successive approximation. We normally begin the dog's training in drive capping with food rewards rather than toys. Introducing a toy by itself with the intention to create a capped state initially can put the dog straight into conflict. Because the attraction of the prey is so strong, compulsion is used to get the result, and compulsion can create conflict. You will observe the dog is harder

to the correction in the presence of the toy as a result of adrenaline. The dog can show conflict by “freezing” rather than doing the commanded action as the dog is caught between the attraction of the toy and the restraint of the compulsion. This is the definition of conflict. In order to avoid the conflict we must successively approximate the capping process with successively higher levels of drive intensity. If we don't start at lower intensities, then, we induce the dog to enter the state of conflict, where its drive is completely at odds with the behavior we are trying to have the dog perform. Conflict is also seen at later stages where the dog creeps in his stay, or just breaks the command altogether as you push the duration of the obedience command.

Drive capping is stressful. The dog must internalize its natural expression of prey behavior to conform to a behavior we teach it. The prey drive conflicts with the social drive and we create a state where the dog is neither clearly in prey drive nor being obedient, and thus the conflict. We will return to



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Workshop Dates/Locations

- **June 11-12, 2016 - 3D Workshop**
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a more long term model of how to restrain drive when we discuss drive neutrality.

Capped Drive, the Premack Principle, and Sequential Breaks

The Premack Principle states that preferred behaviors or behaviors with a higher level of intrinsic reinforcement (running, jumping, chasing to the prey motivated dog) can be used as rewards or positive reinforcements for less preferred behaviors (stationary behaviors for the prey motivated dog). For performance dogs, once the drive is capped we can let it bleed over into other obedience exercises that are more active in nature for the prey motivated dog (running as in a recall, or jumping, retrieving, or going through a tunnel which are inherently enjoyable) without just yet releasing the dog into his toy, but rather putting that restrained energy into an active state to make the exercise that follows more expressive. We can also be the victims of the Premack principle where a sequence of exercises for a performance dog is

designed to have an exercise with high intrinsic value follow one with a lower intrinsic value. If the dog has to do a sequence of behaviors in a competition for example, such as hold a down before a recall, or hold a sit before being called over a jump sequence, the capped exercise (the stationary down or sit) becomes a little more unstable due to the conditioned experience of getting to let some of the drive out in the next exercise in the sequence. The “anticipation” we see is created by the dog’s desire to be in a high prey state.

So if we teach the dog a sequence of behaviors where a capped state (holding a sit stay) always precedes an expressive state (running and diving in a pool as in dock diving which most dogs find intrinsically high value) the dog’s drive may bleed out into creeping forward. I went to my first dock diving competition and virtually all the dogs crept in the stay. As I watched training, virtually all the dogs were placed in a stay with no double handling or reward for the stay itself. The drive

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is “mostly” capped but the dog knows it’s about to get the opportunity to be released, so it self-releases in a restrained manner by creeping tiny amounts. Therefore, we can’t always put a capped exercise before an expressive exercise. We need to interrupt the sequence, and reward the capped state not only with release into the next exercise where it can put that restrained drive into action, but by releasing it from the capped state itself. In fact this needs to be done disproportionately often. Another solution is to put pattern breaks into training so the dog expects to have to wait out the interruptions which further enhances the drive capping, but keeps the dog from bleeding drive into the next sequential exercise in the trial pattern.

One of my solutions for the dock diving example is to double handle the stay to enforce the capped state and show the dog the toy often comes back to him for rewards in place without the jump. I also suggested starting in the middle of the dock and as the handler approaches her position to make the throw to first teach the dog to go backwards as a pre-condition for release to run down the dock and jump, in effect “coiling the spring,” and removing the need for a stay altogether so the dog creeps not toward the handler but on command backward to the far end of the dock.

Another example where we put in breaks in training a sequence is in a retrieve exercise with a dog that inherently enjoys retrieving. The exercise calls for a sit in basic position, and hold the sit as the object is tossed in front. The toss itself is highly exciting to prey drive. The dog’s drive must be capped until sent on command. In training we can teach the dog to hold its stay through what I call “step outs,” where the handler throws the retrieve item, then steps one step away from heel position to the right, and then back into heel. This is done a multiple and variable number of times before releasing the dog to retrieve so the connection between the capped state and the release to retrieve is delayed by design. In a competition the dog expects to wait to be sent thus reducing the likelihood of self-release. The interruption

prolongs the capped state in training every time--sometimes more, and sometimes less.

Next Issue: Drive Neutrality explained, and how to use both drive capping and neutrality for performance dogs as well as pet dogs

*Jerry Bradshaw is the Owner of Tarheel Canine Training in Sanford, NC. His experience and progressive training methods have made Tarheel Canine an industry leader in training and service. Jerry is co-founder of the civilian protection sport PSA (www.psak9.org) and the Police K9 Certification organization known as the National Tactical Police Dog Association NTPDA (www.tacticalcanine.com). Jerry is the author of *Controlled Aggression*, and the forthcoming book, *Commonsense Pet Training*. Jerry and his trainers have appeared on CNN, Good Morning America, and in many regional and National print publications.*

Additional Reading

Bradshaw, Jerry. Environmental Challenges: Basic Systematic Desensitization for Police Dogs. K9 Cop Magazine. November/December 2013.

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The Protection Sports Association. www.psak9.org

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Responsible Rescue

by Julie Hart

After spending five years in dog rescue matchmaking, training, fostering, and doing home visits, I have found that 99% of adopters want a dog that will be a positive, safe addition to their home. In dog rescue, it is easy to focus on the dogs while forgetting about the wants, needs, and skillsets of the adopters and volunteers. To be a responsible participant in rescue all participants--dogs, adopters, and volunteers--need to be considered.

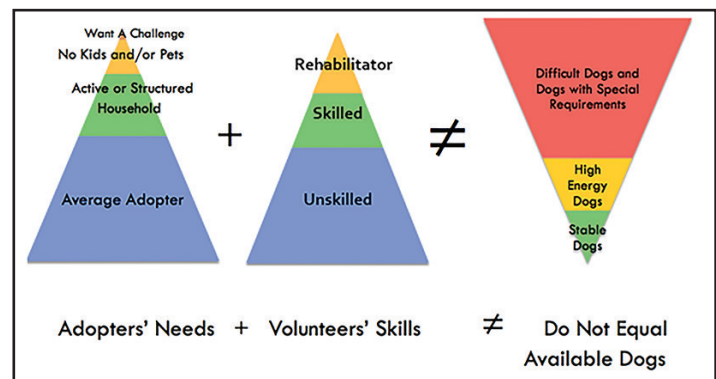
The most important component to any dog adoption is the adopter. I look at adopters as customers, and I want to meet my customers' needs and desires. Many rescues concentrate on helping the dogs first, and think of the adopters second. While helping dogs is certainly my goal, I cannot get dogs adopted if adopters do not want the kind of dogs I have. Most adopters fit into one of the following categories: unskilled, active with some structure, and those without kids or other pets that can take special requirement dogs. I have not had anyone walk up to me and proclaim they want a difficult* dog. The vast majority of adopters are unskilled and limited in time to spend with their dogs. They have jobs and kids that play soccer. They want a dog that will fit into their lives and provide their families with a furry companion, not a burdensome twelve-year management case, or worse. Let's face it. We are not going to make dog owners into a bunch of dog trainers, so providing dogs most people want is the way to get the maximum amount of dogs adopted.

The second component to any rescue organization is the volunteers and employees. I find most rescue volunteers are in the unskilled category. They are well-meaning people that can solve minor health or behavior issues like house training. This by no means makes these volunteers invaluable. Quite the opposite is true. If a dog can live safely and happily, without being destructive or aggressive, at an average, unskilled volunteer's home, then chances are it will be fine at an average adopter's home. There is usually a smaller group of skilled volunteers, and a tiny percentage of highly skilled (rehabilitators or trainers) rescue volunteers or employees.

There are many bad side affects of a rescue having too many difficult-to-adopt dogs. One side affect is

that there are not enough easy dogs to adopt when adopters come to an adoption event, and the adopters leave empty handed. Another side affect is decreasing morale of the volunteers and staff. If there are not enough easy, adoptable dogs in a rescue, the rescue has a low turn over, and the volunteers don't see results that stoke their volunteer fire. Difficult-to-adopt dogs take up valuable space that could save other dogs' lives and they cost much more in housing, food, and training. Aggressive dogs put volunteers, potential adopters, and other dogs at risk. Personally, I do not want to burden an unsuspecting adopter with a management case, even if they agree to it. Most adopters cannot fully grasp the life they will lead with a problem dog even if the rescue informs them. Some adopters think the dog's problems go away with enough love. I hear a lot of people say, "It's not the dog, it's the owner," thinking they can fix the dog with love or with the right energy, even with aggressive dogs.

When you add up the desires of the adopters and the skills of the typical rescue volunteers it makes sense for rescues to choose easily adoptable dogs. This is a diagram of a common rescue problem where the adopters' and volunteers' skills do not match the difficulty of the dogs in the rescue's care:



Common Rescue Dichotomy

There are ways for rescues to avoid acquiring difficult dogs. I use a temperament evaluation that is a combination of several tests already developed. Many rescues are skeptical of temperament evaluations. However, research shows that temperament evaluations are about 80% accurate to predict aggression. The opinion of shelter staff where the dog may be

pulled from is only 30% accurate (Van der Borg). When I evaluate dogs at the shelter for our rescue to take, I ask myself one question, "Can I adopt this dog out safely to a normal adoptive home in a reasonable amount of time?" While no temperament evaluation is one hundred percent accurate, my personal success rate is about 90%. (I was trained by the best.)

Most temperament tests have similar criteria of social interaction, sensitivity to touch, submissiveness to people, reactivity to dogs, prey drive, food and toy possession, and recovery from fear. Some of the tests I use parts of are the Volhard Puppy Aptitude Test, Assess-a-Pet, SAFER Aggression Assessment, and the Safe Dog Program (all these can be found online) with a few impromptu things thrown in. When performing temperament tests, it is recommended that the dog be in the shelter or kennel for three days minimum for acclimation. A dog that is not acclimated can either be more fearful or less reactive than it would otherwise be. The whole purpose of a temperament test is to see what the dog will do under stress and to ascertain if the dog has a probability to bite. The test should be done in a distraction free environment. It is also important for the evaluator to have a neutral energy. Remember, you are not training the dog. The dog must be allowed to do what it would do for the "average Joe," so the tester needs to act like the average adopter. If the evaluator corrects the dog or is too dominant, the dog may feel inhibited to show his natural tendencies. Let the dog jump on you or be rude without correcting it. This is important information the dog is giving you.

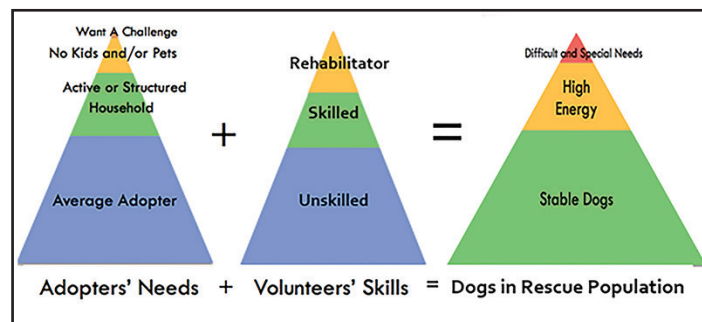
The portion of the test I consider most important is the dog's affinity to humans. The dog can develop a relationship with caretakers, but this is not an accurate picture of the dog's general like of people. During the evaluation, the dog may get a little distracted by the environment or be afraid, but ultimately its love of people must prevail. Fearful dogs may show this interest in subdued ways, maybe by crawling or slightly moving toward the evaluator. Usually a dog that is not interested in people will do poorly on the remainder of the test. Aloof dogs are more likely to bite and are harder to train, so I stop the test if the dog is not interested in me and move on to another dog. Another important piece of advice: don't make excuses for the dog's behavior. If possible, follow someone that has experience in evaluating dogs and does it well. And listen to your gut instinct.

As trainers, we all know there are a few exceptional cases when the dog's environment causes the dog's

undesirable behavior. When evaluating a dog, how do you know if the dog's behavior problems are environmental or genetic? Typically, when removed from an unstable environment, stable dogs will recover very quickly. But when assessing a dog at a shelter, time is sometimes short. In these cases, I watch the dog's recovery from startle. I clap my hands, throw a metal bowl or clipboard on the ground, and watch if the dog will investigate or stay paralyzed with fear. The dog that will investigate is more likely to be a stable dog.

There are some behaviors that are obvious red flags: growling, barking, trying to bite, attacking dogs in the shelter, and stillness when you enter the kennel. Some warning signs are more subtle. One is a dog that "hugs." There is a different intention between soft jumping for attention and dogs that wrap their legs around you. Another subtle sign is a dog that totally ignores the tester. Aloofness is a sign of indifference towards people, and indicates a lower bite inhibition. These dogs are harder to get adopted because they do not engage with people at adoption events. Another warning sign is a dog telling you to stop doing something by using its teeth. Belly-up posture isn't always a good thing. Sometimes a dog showing you his belly is telling you to back off or avoid a situation, not inviting more attention. Marking and turf scratching is also a behavior to take note of. I also observe how the dogs react going back into the kennel, especially if there are other dogs in with them.

Since most adopters want easy dogs, and most rescue volunteers can best handle easier dogs, it would make sense for rescues to choose easy dogs to take into their care. I encourage rescues to be responsible about the dogs they choose and how they are placed. Rescues have a purpose of saving dogs, but they also have a responsibility to save dogs the public wants and can handle safely. Picking dogs the public and volunteers can handle can make the rescue look like this:



This is an equation of a successful rescue that can save more dogs in the long run.

*I define a difficult dog as one that has bitten or will bite under stress, has extreme anxiety, severe dog aggression, or extreme fear.

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Julie has been involved in dog rescue for six years. Starting as a foster mom, she now serves as dog rehabilitator, trainer, behavior consultant, dog selector, and transporter for two rescues in Albuquerque, New Mexico. She has studied under some of the best trainers in the U.S, received a scholarship for Training Cesar's Way in 2014, and returns to Virginia to train under her mentor, Phyllis Smuland, twice a year. Julie opened her dog training business, Hart to Heart Canine Training, in 2013, but her passion is still rescuing dogs from the overcrowded shelters in New Mexico.

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Questions for Veteran Trainers, Part 1

Editor's note: I asked IACP members who had only been training for a few years what questions they'd like to ask "veteran" trainers (those with two decades or more "in the trenches" dog training experience). Then I found some "old-timers" who were graciously willing to take the time to answer those questions. The following are their answers. Read more about these knowledgeable folk starting on page 17. This is the first of a 3-part series; I hope you enjoy it.

When you began training, what's one of the best pieces of advice you received, and who was it from, and when did you realize its importance (at that time, down the road, etc)?

George Cockrell: "Some days aren't good days to train." Be it due to your own mental state, or the dog's, one needs to know when to put the lead away and rest. I learned this from my Father. It's proven to be true many times. One cannot fake it when they're not quite right; a dog will see right through it. If the dog is having an off day, and one tries to force it though anyway, one is more likely to take a step backwards instead of moving closer to the ultimate goal.

Cyndy Douan: Three good pieces of advice from one of my mentors:

1. "Time spent worrying about what the competition is doing is time better spent honing your craft." I have never made less money than the previous year I trained. I have never made any money by badmouthing the competition. I have seen a lot of my local competition worry about me and I've seen loads of trainers come and go out of business. Worry about what you are doing. Worry about doing it well.

2. "It's your fault if you get bitten." A good trainer knows a bite is coming because the dog will tell you he is considering biting you long before he actually tries it. Be prepared to refer out the work that you don't have the skill set or physical capabilities to handle.

3. "A Husky belongs in the middle of Siberia dragging a sled every day." While this started as a good joke that helped us get through training Huskies when we signed them, it has morphed over the years to a very central piece of my dog training philosophy. At some point it's worth admitting that dogs were not thoughtfully bred for centuries to hang out alone all day while we work, go on car rides, get along with all strangers and strange dogs while playing at the dog park, or spend hours on end glued to a place board.

Dogs were thoughtfully bred for centuries to help humans survive in hard and harsh conditions. They delivered supplies to otherwise inaccessible places, they guarded and gathered livestock, kept vermin from eating our food stores, helped chase, find, and/or collect food for our families, risked their lives to protect property and human life, or satisfied man's penchant for gambling. They were routinely culled (destroyed) when they could not, or would not, perform their work well. Research on cognition shows us that dogs have adapted a long way from their wolf ancestors to be a species uniquely tied to humans in the ways that they live and depend on human communication to survive. I believe that a truly balanced dog is a dog that has meaningful work or believes he has a purpose within the group he resides. It is my goal with every dog to help him find that. It may only be in teaching him the "Basic 6," but if I can motivate the owners farther than that, there are so many sports and activities these days; I can generally find something past the "Basic 6" that owners are willing to try.

Babette Haggerty: "Any ten year old with twenty years experience can figure that one out." It took me about 25 years to...figure that one out.

Linda Kaim: The first time I got seriously bitten was by a 9 month old Siberian Husky who had a pretty bad case of resource guarding. In retro-

spect, you could say I pretty much hand-fed him. My mentor at the time, a woman named Donna Brimer (Talaria GSD) told me "The next time, you'll know what to do to prevent that." And I have.

Mary Mazzeri: Oh, so many important, ongoing pieces of advice!

"Attention is Everything" ~Jack Godsil

"A good trainer never loses the opportunity to praise for the essence of the moment, rather than to correct something of lesser importance." ~Bill Koehler

Wrong is wonderful: "People who train dogs to 'think' never get upset when the dog is wrong. They know that when the 'light goes on' and the dog understands, he will no longer make the mistake." ~Diane Bauman (Just ask Tom Edison!)

Tawni McBee: I apprenticed with a local company. While the training thinking was narrow, the owner of the company was among the best I've met before or since at reading dogs. He advised me to watch dogs all the time. Watch dogs walking down the street, in the park, running loose in the dog parks, in my own yard--watch, observe closely and learn from them. Watch their body language and watch their eyes. When you realize you can start to predict what a dog will do next based on your observations, you're starting to be onto something. When you realize you know where the dog is going to be and what s/he's going to be doing several steps ahead, now you're learning. When you can see that little flash in their eyes just before a bite is going to happen, you'll be safer. When you learn to listen to that feeling in the pit of your stomach when you know a dog has bad intent, you'll be safer. I semi-realized the importance of this pretty fast because of my work with horses, but I quickly realized it was going to keep me safe when I recognized that it actually had. The first time I moved and missed being bit because I saw it coming so far ahead of time--that was about a year into training professionally--I knew with certainty that I'd been helped to

learn a very valuable lesson. That's a lesson one should never forget, and one should never stop practicing that advice.

Sarah Wilson: So many to pick from, but got this from a horse trainer (maybe Ray Hunt, maybe Tom Dorrance, maybe John Lyons): "Make your idea their idea, then let them do it." That is pure beauty. Set up the situation so the dog thoughtfully buys in, and when they do, they will gladly offer you what you want. After all, they believe it was their idea. And that is something you can ponder for as long as you are teaching dogs.

How do you think dog training on the whole has changed since you began?

George Cockrell: There are surely a lot more trainers out there these days. The available opportunities for someone to become a trainer are significantly more vast. The communication between the trainers of today is both incredible, and enlightening.

I sometimes sense that the concept of true apprenticeship has nearly gone the way of the Dodo bird. Overnight experts abound, and the world of social media can make even those with the most rudimentary skills and knowledge a guru that is rabidly followed by the masses. This saddens me a little.

Female trainers are the majority these days. Nothing wrong with that--I happen to be very fond of females. When I started, it was a man's game for the most part. Of course, pet dog training for

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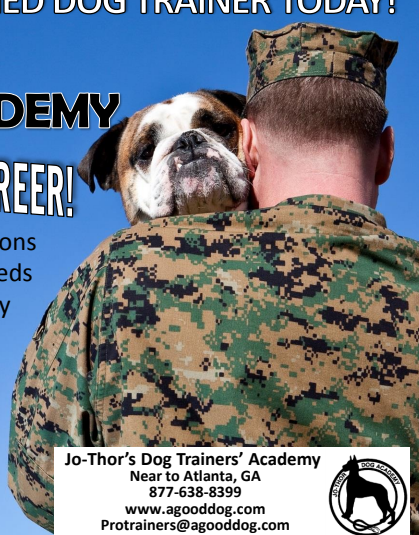
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the everyday pet dog was just starting to heat up. Most pro trainers were doing hunting or police type work. There were some doing formal obedience, but very few trainers were female, relatively speaking. I think it's great. Men and women are wired differently and therefore relate to the dogs and their students differently. That's a good thing as far as I'm concerned.

Cyndy Douan: There are too many experts with too few credentials who have access to an internet connection. You can sit behind your computer screen and talk all day and night to people whom you have no real idea of their experience or knowledge base. You can listen to people trash talk other trainers when they have only heard internet stories and have no in-person accounting of what that trainer is really doing with dogs. So many young trainers are trying to build a knowledge and skill set based solely on what they see and read on Facebook and YouTube. If someone offers me help, I arrange to go see them, watch them work, spend some time, work dogs while they provide feedback to me or, best case scenario, I talk them into letting me take a class. Few people are willing to learn in-person and one-on-one anymore. Folks are so busy bouncing around from seminar to seminar (where you could only scratch the surface and get a small portion of individual help) that they end up with a mish mash of often competing concepts and half-learned methodologies/training programs. When I learned basic training, I had the same mentor for 6 years. I learned that program start to finish and could teach it blindfolded. For each performance sport, I selected a mentor or two, and I stuck with that mentor for at least a year before I could even know enough about the sport and how best to train for it so that I could intelligently pick a better mentor.

If you want to make a living as a full time professional dog trainer, you'd be best served to mentor under someone who has made their living, full time, paying the bills, supporting a family as a professional trainer. That is the person who had to close sales and

produce reliable results because living and getting the bills paid depended on it. This person will not only have the methods you will need to know to train up the dogs reliably and in a reasonable time frame, but will also have all of the business and marketing skills needed to build a business that will stay in business over the long haul. If you want to moonlight or be a hobbyist, then it's completely okay to study with those other types of trainers. You can pick and choose your clients and methods and you can charge cheap rates because you'll be able to pay bills with your real jobs.

Babette Haggerty: Ugh, don't get me started on that one! There is a dog trainer on every street corner. I think that dog training has been dumbed down quite a bit. It infuriates me when owners walk into my school and tell me that they went to XYZ school for a year and had to stop going for the group instruction because they couldn't afford it any more. Upon further questioning, I find that the dog doesn't even sit-stay for three minutes, or down stay for five minutes. Forget loose leash walking. Standards and expectations for basic skills have decreased at the detriment to the dog and at the cost to the dog owner. I have yet to figure out if "trainers" purposely do this because it is good for the profit margin or they are just not effective trainers. Years ago, obedience trainers and clubs would offer an eight week course. At the end of the eight weeks, the dog could pass a CD test. Another 8 weeks they would be on their way to a UD title. Today classes offer puppy train-



ing, basic training and then CGC training. A good basic class will more than give the dog and owner the tools necessary to pass the CGC. Why do we need to teach another class, costing owners more money and time?

Linda Kaim: It has changed dramatically, and not necessarily for the better. If someone would have told me 30 years ago that what I do for a living would be rife with politics and groupies, I would have told them to go home and sleep it off. I long for a day when the rigid dogma would be forsaken in favor of reliable, reproducible results, but I fear that we face an uphill battle for a "seat at the table." Part of the problem is the inconsistencies between organizations for certification criterion, and what those certifications do not convey. Either the certification process is lacking in any meaningful measure of a trainer's handling skill, or the certification is proprietary. That does nothing for the profession as a whole. The lack of professionalism in this industry is appalling. Dogs getting hurt, killed, and lost by people calling themselves professionals taints us all. Education is lacking. There are trainers who can't even name the five most common pathogens that dogs are inoculated against.

This is not a profession where you can read a book, or go to a week-long seminar and be a polished trainer at the end of it. It takes years and dogs. The basic standards of professional practice must be the first benchmark for anyone entering the profession. The pet industry lags behind every other profession in both meeting education criterion and professional standards of operation or conduct. We need to be on the front line of that, or I doubt we will be happy with the results when it is legislated for us.

Mary Mazzeri: It's both better and worse. The techniques are available but, in my field of obedience and behavior training, it seems to be sloppier, with far less reliable outcomes than when there were consequences for wrong choices. Pet owners seem to "settle for less." Obedience

competition has been dumbed down and the advanced levels don't attract as many successful competitors. (You don't see many competitors get their CDX or UD in just 3 trials.)

On the other hand, I think the world of dog training has opened up quite a bit. There certainly seems to be a dog trainer on every corner in a lot of urban areas. Many come and go. I've known people who have trained their one and only pet dog hang up their shingle, print business cards, and start a slick website as a dog trainer. They usually don't last, but they certainly have cool websites.

We're more interconnected as a profession, thanks to the internet and organizations such as NADOI and the IACP. There are many more opportunities to grow as a trainer and cross-train new techniques. However, the expectations of the average dog owner seems to have diminished. I have seen a number of students with a "rescue" mentality make excuses for bad behaviors, and expect very little from their dogs; some even seem to enjoy the dog's "problems" rather than solutions.

You may not agree with Cesar Millan or Victoria Stillwell, but they both showed thousands of dog owners that they don't have to live with behavior problems. They can seek out a trainer to get help. I think they helped our profession.

Due to dire warnings on some websites, some pet owners are concerned about getting "positive" training for their dogs without even understanding what that means. All successful trainers use pri-



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marily positive reinforcement/punishment models appropriately. Education is the key. It's up to us to politely coach and motivate the dog owners that cross our paths.

In today's climate, the world of special training activities that a dog/owner can engage in has exploded. The various dog sports have helped owners enjoy their dogs more. I encourage my students to find some fun thing they can do with their dogs both at home and at large. I don't claim to be an expert in all fields, but fortunately (because of the IACP and the internet) now I can direct my obedience students on to other fulfilling pursuits with other talented specialists: from Earth dog, to Herding, to Nosework, to water sports, to Hunting and Lure coursing. There is no shortage of activity that can be engaged in.

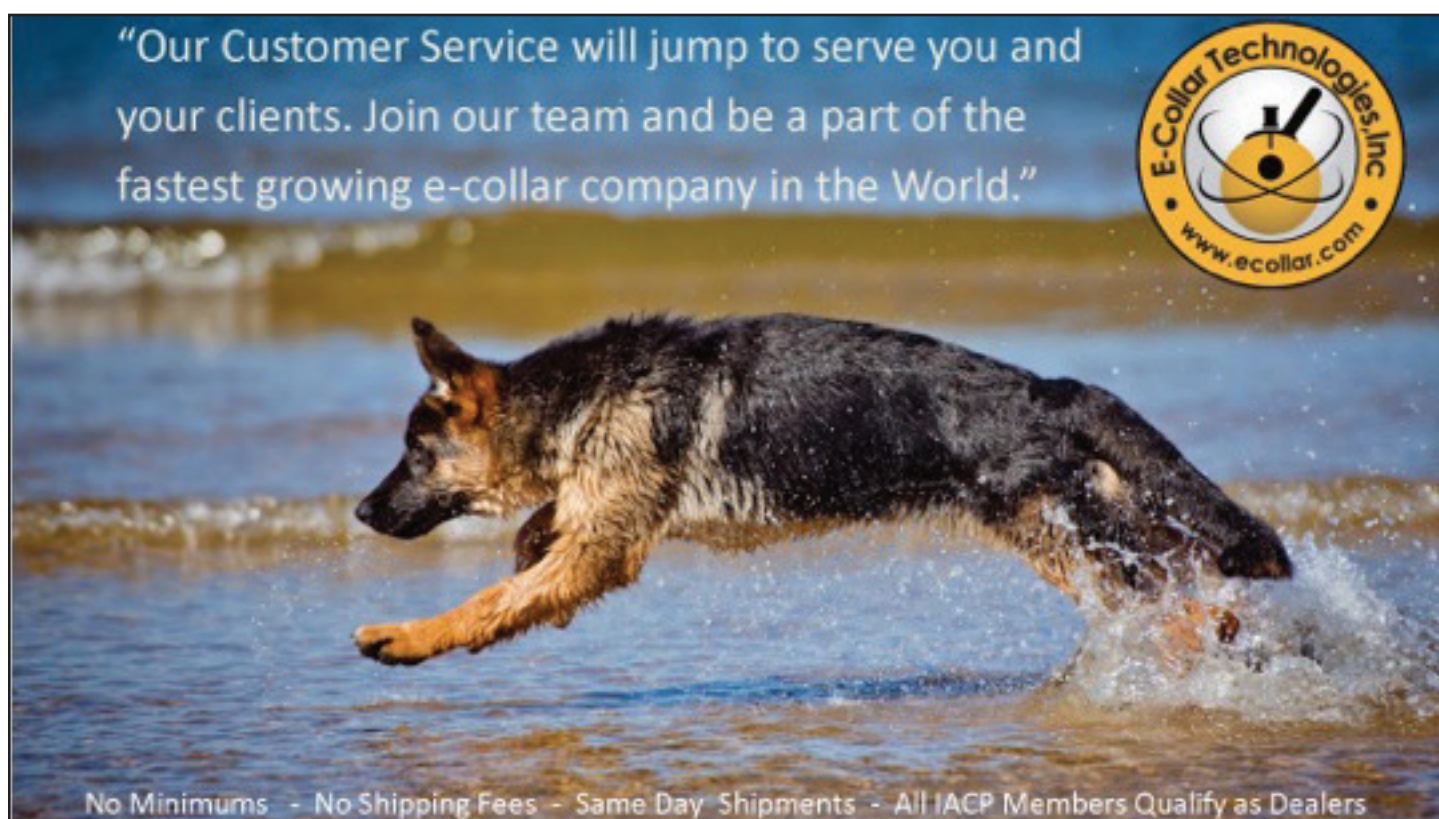
Sarah Wilson: We've lost relationship to an alarming degree, and it is a grievous loss. We think training is about teaching a series of behaviors rather than creating communication and relationship that enhances both ends of the leash. So many pet dogs I see look like and act more like addicts begging for their fix than the companions people dreamt of when they acquired their dog.

Dogs can be so much more than rats pressing a bar and people can be so much more than pellet dispensers.

George Cockrell is currently the Training Director for Dogizone in Rockville Md.

He recently celebrated his 39th anniversary of training dogs and their humans. He has extensive experience in many areas of dog training, including Hunting Retrievers and Pointers, Police and Military dogs, Search Dogs, Assistance Dogs, Therapy Dogs Competition dogs, Animal Actors, and has personally supervised the training of over 20,000 students in both group settings and private practice. George is a longtime IACP member, an Ambassador, a member of the IACP Member Hall of Fame, and an all around nice guy.

Cyndy Douan, MHD, CDT, CDTA, PDTI owns Georgia Dog Gym, LLC in Rome, Georgia, USA and has been a full time professional dog training instructor for 26 years. Cyndy is a Co-Founder of IACP and served many positions over the span of 10 years as a Director of the organization including Director of Education, Vice-President, and President. Cyndy has personally trained thousands of dogs of all breeds and mixed breeds through classes, private lessons, and board and train programs. She has earned over 100 performance titles on nine of her personal dogs and instructed numerous students to performance titles. Cyndy has trained and competed with her dogs in Obedience, Rally, Agility, Disc Dogs, Flyball, Herding, and Dog Diving. Through her breeding program, Cyndy has produced several top ranked working line



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Border Collies in the sports of Disc Dogs and Diving Dogs that have competed successfully at the international level, as well as successful working farm sheepdogs and trialing sheepdogs. Cyndy now splits her time between managing a 12,000 square foot boarding and training facility with a staff of 10 people, training and trialing 6 of her 8 Border Collies in various performance sports, and spending time with her husband of 20 years, Jeffrey White.

Babette Haggerty started working in her dad's kennel over 40 years ago, first during the summer and on weekends. She started on her own training in 1989, and built what became the largest dog training school in Palm Beach County. In 2012, she decided to return to her home turf, and opened up a canine lifestyle center in Midland Park, New Jersey. It offers canine enrichment programs, doggy day school, group classes and private instructions. Three of her books have been published: *Womans' Best Friend*, *The Visual Guide to Good Dog Training*, and *The Best Dog Tricks on the Planet*. She can be contacted at 201-444-9893.

Linda Kaim has been training dogs professionally since 1979, all over the country. Her career began in dog showing, and blossomed from there to include breeding, veterinary assistance, and hunt training. She interned under a variety of upland bird dog trainers and retriever trainers over the years, and dabbled in protection sports as both a handler and decoy "when I was still young and daring." Since moving to Maryland, Linda has held positions with the Humane Society of Harford County in Fallston as the behavior counselor and temperament evaluator, the Baltimore Humane Society and the Mid-Atlantic German Shepherd Rescue as well as a plethora of breed specific and all-breed rescues in the area.

Linda often remarks "I will drop my leash when someone pries it from my cold, dead hands." Recently, she opened a 9,000 SF indoor facility in MD where "I can train out of the wind and sun because I am getting geezerly and don't fare well in the blazing heat of summer, or sub-zero temperatures of winter. I am officially old." The focus of her most recent research over the last decade has been with the development and early learning of puppies.

She can be reached at coeurdlionk9@gmail.com or online at www.lionheartk9.com.

Mary Mazzeri founded Care Dog Training in the early 1970's. Mary is a "trainers' teacher," having personally mentored dozens of other successful dog trainers who now own their own dog training businesses across the USA. She instructs and communicates by breaking down concepts and exercises into understandable components for both dog and handlers.

Mary successfully exhibited in AKC events for 32 years, putting dozens of titles on 16 personally owned dogs. She is certified by

IACP as an Advanced Dog Trainer & Instructor – CDTA/PDTI; serves on the Education Committee as an evaluator for Trainer Certification; and is an IACP Ambassador. Mary was named "IACP Member of the Year in 2010" and inducted into the IACP Member Hall of Fame in 2011. She can be reached at www.CareDogTraining.com.

Tawni McBee, IACP CDT CDTA PDTI, has been training dogs professionally since 1997. Prior to that, she trained horses and incidentally trained dogs along the way. She retired from the IACP Board of Directors in 2014, and is the chair of the IACP Dog Trainer Certification Committee. "I hold a 5th degree black belt in judo, which may seem irrelevant to some, but it, along with the horse training experience, has had a very large impact on my dog training." Tawni also does body care on animals, using a system I put together from a variety of methods with a Reiki base. She is married and has two sons, 10 grandchildren and 1 great-grandson. She owns 6 dogs and 2 horses on her Water Dog Ranch in Mesa, AZ. Tawni owns All Greatful Dogs, Inc. She can be reached at www.allgreatfuldogs.com and tawnimcbee@yahoo.com.

Sarah Wilson is a pet dog trainer with a special love of working with shy, sensitive and/or deficit companion dogs and rescued dogs. She has written or co-written nine books that have sold hundreds of thousands of copies and been translated into several languages, been seen on television (including "Good Morning, America" and PBS' "Nature"), appeared on radio, and has had several celebrity clients from her years owning a boarding and training kennel in NYC. She holds a Master's degree on the human-animal bond, tours as a speaker, and consults for Guiding Eyes for the Blind. Most importantly, has helped thousands of people and dogs succeed together since 1986. Find out more at mysmartpuppy.com, or email her at MySmartPuppy@gmail.com.

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What It Has Meant To Me To Be A Member of the IACP

by Suzanne Hantke

Like many trainers out there, I did not go to a fancy well-known school to become a trainer. I got into it at the age of 12 when my Mom hired a 'professional' trainer for our two Lhasa Apsos that we had found as strays and had taken in. What a pair! One snarled and growled if you so much as looked at her from 20 feet away, and the other would just bite, without what seemed to be any provocation or warning, and draw blood every time. I put the word 'professional' in quotation marks, because that is what he referred to himself as, not because that was what he was. But heck, what did we know back then? This was long before internet days where you had the ability to research someone. We got his name out of the Pennysaver, the local town circular. He claimed to be the "1980 Purina Dog Chow Champion trainer," which impressed the heck out of us, but there was no way to verify or discredit this claim.

So with a graduation certificate on the counter, we had dogs who knew how to sit, how to lie down, and how to stay, and I spent two hours in the ER getting 18 stitches put into my face. Now most normal kids would have been terrified of any dog after an experience like that, but since I would never classify myself in a "normal" category, I started to wonder: was aggression an inherent trait that could not be fixed, or did we just have a crappy trainer? And this 12-year-old kid, who couldn't sit still or pay attention for more than 3 minutes was on her bicycle every single chance she could trekking to the local library, reading up on dog breeds, and learning what made each breed tick. There was not a hell of a lot of information back then, but I pored over everything I could find.

Most of my training over the next several years was trial-and-error with my own dogs, and some friends' dogs. I did not have anyone to whom I could turn to ask my millions of questions. The

closest I got to that was a guy my sister briefly dated who worked with the NYC Police K-9 unit. I picked his brain as much as I could until they broke up. That was the end of that. But the most important two things I got out of my sister's relationship with him was the knowledge that I loved and wanted to work with dogs, and the understanding of how little I really knew!

Fast-forward many years later, I was new in recovery, and found myself working at a puppy store just to make money, but the only enjoyable part for me was AFTER the sale was closed, when I got to go up front with the customer and spend a half hour or more talking with them about how to train their pup. I would get in trouble for this constantly, because my job was to be on the sales floor, and I was taking up too much time with each person. So the decision to quit and open my own business, where I could work with customers full-time and not just talk about training, but actually do it (and not get yelled at for it) was a no-brainer!

But for two years, I was still flying solo. The only difference was that now, with the Internet, I had plenty of sources to learn new things. But there was only one problem with that. I am a very tactile learner. I am okay at reading stuff, but to really learn new things, I needed to get more hands-on experience. I needed someone to physically show me some of these methods I was reading about.

It was during this time that I had made the decision to move out of my basement apartment because my landlord at the time saw me doing some boarding, thought "quick buck" and started to do it too. But I am HUGE on professionalism and safety, and she was just NOT either of those. She was charging quite a bit less than me, but taking in 12 dogs at a time to make up the difference, and regardless of how many times I urged her to be safe about it, to take in fewer dogs and for crying out loud, get some gates up and stop allowing

this to be a free-for-all, she wasn't hearing me. I saw the writing on the wall--this was a disaster waiting to happen, and when it did, I did not want it trickling down to my business in any way.

Two weeks after I moved out, she called me in tears because a large dog went after a small older one, and caused some serious harm. On top of that, with no experience in what to do, she got between them and got bitten herself several times.

Let me just say here that I do not always need to make my own mistakes. I am more than willing to learn from someone else's, and as she was being sued, I realized that it does not matter how careful you are, things can happen! So I needed to get myself and my company some insurance. Not knowing exactly how to begin, I turned to my sister, who had owned her own consulting firm for many years, and got the name of her insurance

company. I quickly signed up with them, but just as quickly realized they did not know jack-squat about running a dog business, and barely covered anything. I needed to find a company that was knowledgeable about running a dog business. Enter Business Insurers of the Carolinas. After reading all of the stuff on their website, they sounded great! Added bonus: if you are a member of the IACP, you get a huge discount.

What is this IACP? I never heard of it before. So that was my next Google search.

There was no hesitating joining this organization as I pored through the pages of the IACP's website, and all they had to offer. But I really got to understand what this group was all about three months later.

I had gotten a call to work with a 9 month old female Akita who was "showing signs of aggression." The best analogy I can give the huge gap that existed

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between the initial phone call from this person, and the reality of what I found when I got to the first session, is to equate it to my years working on the ambulance when we would get a call for a child with “respiratory distress” (which basically means some difficulty breathing) and arriving on scene to find the child in full respiratory arrest (not breathing at all.) I got there, and the dog’s back is arched, head is down very low, snarling, growling, and saliva coming out of her mouth. To this day, 7 years later, I can’t tell you how I got through this session. But every hair on the back of my neck and arms stood straight up at attention, that I do remember. When the session was over and she wanted to book the next one, I told her I would call her later that night, I didn’t have my datebook with me. In other words, I stalled! Now don’t forget, up until this point, I had been flying solo. I had no one to ask what to do or how to help this dog. But I knew this was way beyond my skills as a trainer. I also knew I was not the right person to help her, and this was NOT something I could just “wing” and be fine. She really needed help, and I knew I was not the right person to give it to her. I also knew that I could cause more harm than good if I allowed this dog to over-power me, and that was not why I got in this business!

I got home and jumped on the internet to read up on this, and I had gotten an e-mail from the IACP asking me as a new member to join their email group. Talk about good timing! So I joined the group, and read some of the other posts, and even though I was a bit scared to post (let’s face it... my ego was definitely going to take a big hit if I jump on there, and introduce myself and let everyone know I am a crappy trainer the first time I write anything). But a dog’s life was potentially at stake, and that was so much more important to me than my pride. So I took a deep breath, and started writing. I labeled my post “In over my head and need help.” I wrote it all out, and then sat back, expecting judgmental posts, posts telling me I had “no business being in this business!” And then I let my fear get the better of me, and I shut down the page. I couldn’t even let myself wait and see responses. It took me over an hour to get the courage to open it back up and look.

Anyone who has ever felt even an ounce of the insecurity I described in the last paragraph will understand when I say imagine my shock when I started to read responses. There were hundreds of them. And not one of them was judgmental. They were loaded with compliments; one person even praised me for having the courage to ask for help because too many new people don’t do that! I was asked my phone number, and after I posted it, I got calls from four different trainers who offered help, feedback, and advice. One trainer spent over two hours with me on the phone. I had never felt so much support in all of my life! I got off the phone filled with emotion and gratitude. I don’t even think to this day I can put words to what I felt that day. And I turned that Akita over to another IACP trainer, so I know she got the help she needed. All I can say is, what an amazing experience.

That was in 2009. In 2010 I attended my first IACP conference.

I can remember it like it was yesterday. I remember sitting on the plane next to Peter and the mix of emotions that were surging through me were overwhelming. I was so excited I could barely contain myself. But on the other hand, my brain was screaming, “Are you nuts!?! What are you doing? There will be trainers there who have been training dogs longer than you have been alive! Abort this mission! Go back!”

I arrived at the hotel in San Diego with the same wide-eyed expression that a child would arriving at Disneyworld for the first time. It took about a day for all my insecurities to ebb away, as I started to realize that the trainers didn’t bite. I sat in on seminars and lectures and took in all the new information like a sponge soaking up water. I still have to laugh when I remember the first day, when people would introduce themselves to me and ask if I was a trainer, my response was, “Well, I thought so until I got here!” I wasn’t judged or mocked, but related to. Many told me they felt the same way their first conference. On day two, I asked my first question in a seminar, and then held my breath (most of you, luckily, will never know what it is like to grow up with ADHD in a time when it was not

really understood, so raising a hand and asking a question risked you being called 'lazy and stupid,' and more often than not, your questions were laughed at). It was a bit scary! But again, I was supported and got a great answer to my question, and amazingly, my confidence grew and grew. By the end of the conference, I was so sad saying goodbye to everyone. And I can honestly say that while many at that conference grew as trainers because of those seminars, I grew up quite a bit on a personal level.

I came home from that conference gushing with new information, and the transformation in some of my clients when I used the knowledge I had gained was incredible!

Today, 7 years after joining the IACP, my training skills have grown in leaps and bounds. I never fear asking a question, calling another trainer to get some help, or going on the IACP Facebook

page to joke around or ask a question. I am always received with love and support. I have found amazing friendships in this organization that I know will last a lifetime.

They say that "Home is where your heart is." So every year since that first conference, while some people refer to 'going home' at the end when they are leaving, for me, as I prepare to head out to the conference each year, when asked where am I going, I say with pride, "I'm going home."

Suzanne Hantke is the owner of Home Instead of Alone, a boarding and training operation in New York. She and her husband Peter are fixtures at IACP conferences, and are a huge help. She can be reached at Suzanne@homeinsteadofalone.com.!

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Critical Thinking

by Mailey McLaughlin, M.Ed., CDTA/PDTI, Editor

“Knowing is not enough; we must apply. Willing is not enough; we must do.”

~Goethe (often attributed to da Vinci)

A friend of mine is a “thrill seeker.” A typical “Type-A” personality, he will engage in just about any “extreme” activity for pleasure, often not caring about possible consequences, potential injuries, or what sort of message he might be sending to those watching him. He’s been this way since we were kids, and was much more reckless before he turned 40, but even as he finds new aches and pains upon waking, he still cannot pass up the chance for an adrenaline rush. From extreme snow skiing to extreme mountain biking to parachuting to turning what should be a three-day adventure into a one-day hike, if it can be done, Chuck feels bound to do it. Maybe it’s for the rush alone, or maybe it’s as a big middle finger to those who shake their heads knowingly at him—it doesn’t matter.

Guts are part of being human. We would not be where we are today as a species if we didn’t take chances.

“Just because you *can* do something, doesn’t mean you *should* do it.” How many times have you heard, or said, this statement?

What does this have to do with dog training? Well, of course the men and women in our industry who have shaped it had guts, and perseverance. Every industry has the titans who have come before and paved the way, and dog training is no different. Many of them made excellent discoveries, and many of them made mistakes. This is the price of knowledge.

But when it comes to the health and safety of our own dogs and our clients’ dogs, we cannot just push headlong into the unknown. With few exceptions, it’s generally unwise to use clients’ dogs to test our theories about what is possible in the realm of training, especially when we don’t have a lot of years of experience under our belts. In the article on page 13 in this issue, I posed questions to veteran dog trainers, and one of the common threads in their answers was that it takes a long time to become an expert in this business—lots of hours and lots of dogs and lots of successes, with the understanding that mistakes will be a huge part of that learning curve.

Is it responsible to take our clients’ dogs into the wilderness on off-leash hikes? Is it responsible to take dogs—especially aggressive ones—into our homes or facilities for boarding/training and not have several levels of safety measures in place? Is it responsible to walk our own dogs off-leash in heavily-trafficked public spaces (where leash laws apply to everyone), either as a way to drum up business, to proof the dogs, or just to show off? Is it responsible to allow clients’ dogs to interact with each other freely with no supervision while in our care (e.g., in our house when we are not home)?

These are questions that come up from time to time in social media groups and lists. They are important because our industry is unregulated as of yet, but many (including myself) feel that regulation will not be held at bay much longer. Do we as an industry need to address these questions and come up with definitive answers? Maybe, maybe not. There is plenty of risk when working with dogs, and there is no way to mitigate all of it. Stuff happens.

But “stuff happens” less frequently to those with more years in the trenches, because we have learned the most valuable lessons, sometimes firsthand. It’s easy to assume that just because it hasn’t happened to you personally, it won’t ever happen, but that is folly. And we tell our clients this much!

So why don’t we always heed our own advice? Is it hubris? Sometimes. Sometimes, it is ignorance borne of ours being, for the most part, an insular profession that doesn’t share “secrets” willingly.

Whatever it is, we need to be vigilant that we don’t take unnecessary risks at others’ expense, and that we always have the safety of our clients and their dogs as a top priority.

Mailey, The Pooch Professor, is Editor of The Canine Professional Journal and currently co-Vice President of the IACP. She has worked professionally with dogs and their people for over 30 years, holds a Masters in Education, is a CDTA and PDTI through IACP, and is Behavior and Training Manager for the Atlanta Humane Society. Read more at www.carpek9.blogspot.com.

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