



# SECOND CHANCES: STARTING FRESH WITH MORE KNOWLEDGE

**GUEST: KIM IMEL**

[00:00:00] **Colleen Pelar:** Hi, welcome back to UNLEASHED (at work & home). I'm really excited today that Kim Imel is joining me and she's gonna be talking about her work with the Positive Dog Prison Training Program, which was a place that I got to visit several years ago and see the men working with shelter dogs to make these dogs available--trained and ready for adoption--to find new families. So thank you, Kim. Thanks for joining me.

**Kim Imel:** Oh, thanks for having me.

**Colleen Pelar:** Our theme today, for which you are perfect, is second chances and what better concept for second chances than a prison dog training program?

**Kim Imel:** Absolutely. Absolutely. That's our motto: Providing a second chance for both ends of the leash.

**Colleen Pelar:** Providing a second chance for both ends of the leash, I love that. So well tell me a little bit about how you got started in this.

**Kim Imel:** Oh gosh, it was actually--it was kind of dropped in my lap so to speak. I was on staff with the shelter that was partnering with this program at the time and I was on staff, [00:01:00] not in the capacity of a dog trainer, but as a licensed vet tech in their spay and neuter clinic. And there was one Thursday morning in July that we were at our staff meeting and our executive director at the time said, "You know what, we're going to be partnering with Airway Heights Correction Center to start up a dog training program." And at that moment, I was trying to figure out how I can sneak out of the room and run away because I was the only professional dog trainer in the room. Needless to say I tried to avoid it. She looked at me and said, "We'll talk later," and I spent several days avoiding her. I would see her and I would just take off and go into somebody else's office and hide, but eventually she cornered me and said, "Hey, this is yours. Let's run with it." Reluctantly, I started it. I had been teaching group classes for quite some time with Diamonds in the Ruff and was comfortable teaching group classes. So [00:02:00] that aspect didn't bother me one bit, but I had never actually developed a full program, never actually wrote curriculum, created an outline, any of that. So, I quickly like before I finished talking with the executive director, I was on the phone with Carol Byrnes. "I need you. I need you to review my stuff."

So she agreed to come on as an advisory role to help me get this going. We worked on some staff and went and toured the facility where the dogs would be living a couple months later. And at that point, she said, "I'm in. I don't want to be just an advisor." And about six months after that we took a first dogs in.

**Colleen Pelar:** Remind me again when that was.

**Kim Imel:** We started working on the program the end of July 2011 and our first dogs actually went in end of April 2012. And anyone who's ever worked with DOC [00:03:00] or government knows that that's actually fairly quickly.

**Colleen Pelar:** Yeah. Yeah, sad to say but very true.

**Kim Imel:** Six months from the go ahead is pretty good time frame.

**Colleen Pelar:** Awesome. So typically how long does a dog stay in your program?

**Kim Imel:** They are there for a total of 11 weeks.

**Colleen Pelar:** So with the second chances concept, I have to admit ... at APDT and I am I don't actually remember which year it was that we visited your program. Do you remember?

**Kim Imel:** 13, I think. I think that's when it was here in Spokane.

**Colleen Pelar:** Okay. So, APDT, for those of you who don't know, is the Association of Professional Dog Trainers and it was in Spokane and they said if you'd like you can also go visit the prison dog program. I will admit that I was kind of a skeptic because there was a part of me that thought, "I don't know if this is right for the dogs. I don't know if this is a good environment. I don't know if I think this is fair." [00:04:00] And so I went. And I was blown away by the testimonies from the people who were involved from every level--the men in the program, the trainers who worked so hard with their dogs, to teachers who are working with them, to the guards who are telling us how awesome the dogs were. And I sobbed for two hours. Literally just cried the whole time. It was really an amazing experience. So I'd like you to maybe tell us a little bit about some of the changes you've seen in either people or dogs. Well, actually, let's start with a dog one and then we'll do a people one in a minute, but tell me about a dog because obviously you're taking pretty good dogs in--because they need to be dogs you expect to be placeable in 11 weeks--but a dog who really deserved a second chance and got it through the program.

**Kim Imel:** Yeah, and the dogs that we take in, think your out-of-control, wild, crazy, adolescent dogs. The ones that families just [00:05:00] say, "Forget it. We can't take it," and they take them to the shelter. Those are the ones who keep coming back and they keep coming back to the shelter. So those are the kiddos that we try and take in because we don't want them coming back to the shelter again. We want them to be able to go into that home

and be successful in that home. We've worked with some that are shy and worried and one of the ones that um, really there are a couple that stick in my mind. One was a dog named Lucy and Lucy was, oh gosh, a little herding breed. She was so skinny when we first took her in. She almost looked like an Ibizan hound she was so skinny, and she was afraid of everything. She couldn't do the stairs. She couldn't walk across the concrete floor a door closed. She was worried. She wasn't overly concerned about the sound so because we review for that before we took the dogs in, but her handler did everything he possibly could to help her. To the point that he would lay down on the [00:06:00] floor so that she could be right next to him and he would crawl along the floor so she could have constant contact from point A to point B. This was a dog who probably in full body weight was about 50 pounds and he was carrying her up and down the stairs until she was ready to actually walk up and down the stairs herself. And it was her getting this chance to go in and work with somebody who's willing to put that extra effort into it, she blossomed. There was another dog at the same time who was a fairly confident, rambunctious dog, but very good with the other dogs, and we ended up the handlers actually ended up identifying that Cassie, the other dog, would be a very good teaching dog for Lucy and so they worked together in training session side by side and to help build the confidence in Lucy, not only through her work with the handlers, but also being able to see Cassie do her work.

**Colleen Pelar:** How cool. It's really [00:07:00] empowering on until many levels. You know that helping Lucy, meeting her where she was, I think is the key. You know she can't do the stairs. She is afraid. What are we gonna do? We're gonna lie on the floor and move with her so she can become more comfortable in an environment. That's really generous and kind and accepting.

**Kim Imel:** And that's what we see with the handlers more than anything. We see that time and time and time again.

**Colleen Pelar:** So tell me tell me a little bit about some of the some of the handlers.

**Kim Imel:** Oh gosh. Lucy's handler, he's no longer with us. He's moved on to another facility and getting involved with their dog program, but he was one that he came in and his reason for being in prison was burglary, robbery, and assault, severe assault, nearly [00:08:00] killing a person and I say that because he has openly said that in interviews and whatnot. And he was one that was constantly getting in fights. He was always back talking and causing problems for all the officers. He was one going to segregation a lot. He got into the program. Nobody believed that he would succeed that he would be good for the program. And with him, we saw 180. He completely changed direction. He ended up, he was one of the kindest, most generous souls that you've ever met. He is somebody that on the outside I would work with him in a heartbeat. Had amazing skill and he had a real connection with our shy dogs. He was able to help Lucy and he was one that any dog who is shy or worried, he had this amazing nurturing as [00:09:00] well as just technical skill. We got reports time and time again from staff saying, "I cannot believe that is the same person." The reason that he went to another ... He actually left our program before he moved to another facility because he started thinking about he's going to be getting out and

he needs to plan for getting out. So he took a different job within the facility so he can earn a little bit more money to start saving more. Because he and he told me um, he said, you know, "If I don't, if I get out I don't have a little bit set aside, I'm gonna go back to what I was doing before." He says, "And I don't want to go there." So I congratulated him for leaving the program at that point once I knew why he was leaving. He ended up moving to a different facility because they offered a different vocational training that he knew he was going to be able to then build a skill that was going to be able to provide for him once he got out.

**Colleen Pelar:** So when I visited there was a man who had sort of a similar story where he said [00:10:00] he was a fighter, always getting into stuff, and that he knew that if he got into a fight, he was out of the program. And so he was really changing his behavior in the way interacted with people in the prison because it was so valuable to him to be a member of the program.

**Kim Imel:** Yes.

**Colleen Pelar:** How many people join your program and are unable to complete? Are most of them able to do what needs to be done to participate?

**Kim Imel:** Great question. We do actually have a high turnover. Some of the turnover is because some of the men are leaving. They are going home, but we do have somewhat of a high turnover because we do get several who come in who think that it is all about just playing with the dogs and they don't realize that when they join the program that it so much more because we work on book knowledge and really understanding behavior. Not just the mechanics of [00:11:00] training a dog, but understanding the behavior behind it and why we do things that we do the way that we do them. And those people who have come in and left didn't realize how much work there was. And we often hear from other handlers who are in the program who know them within their living units these gentlemen who leave early, they say, "You know, he can't stick to anything" or "That doesn't surprise me."

**Colleen Pelar:** Your expectations were pretty high as at least back then. You were having them read books that I think most dog trainers should read but I wasn't expecting that for a volunteer program. You know, like this is your fun, "fun thing you do in prison"? I guess that's the wrong phrase but that's sort of what I was thinking was like, "Huh, you show up and help train some dogs, but you don't have to read, you know Culture Clash or some of the books that are theory and they were reading them. [00:12:00] One of the people mentioned that he didn't read well in English and so someone else was reading to him. And then they were discussing that, what the content was, and I was just really blown away. The level of commitment to the learning. You put a pretty high bar there.

**Kim Imel:** Yeah. I think the reason why we did that one that's just that's a lot of who Carol and I are. And so if we're going to be involved with a program, we're going to go by the same standards that we would out in the real world that we would with colleagues. And

these are gentlemen who are not teaching their own dogs to do things. So that's where it's different than teaching a standard group class out in the real world. They are being hired to teach dogs, who are then going to go to somebody else's home. So if they are doing that they need to raise, we need to raise the bar a little bit. We both also, after we toured the facility that first time, we went to [00:13:00] lunch afterwards and we both looked at each other almost at the same time and said, "This program has nothing to do with dog training." This program is about changing the way these men think and do and in the process a few dogs are going to get trained.

**Colleen Pelar:** So let's talk about that.

**Kim Imel:** Oh, yeah. Okay.

**Colleen Pelar:** What made you realize that it was so much bigger than dog training in that initial conversation?

**Kim Imel:** Yeah, I think for me I think it was going in and actually seeing a prison on the inside. Up to this point, I had family members who were in law enforcement. So, you know, you heard about arrests and you knew about trials and prison and you had your police dramas on TV and course I watched Shawshank Redemption. And so that was my only experience with prison. Actually walking in and seeing [00:14:00] this and seeing real living, breathing people. Looking at um, when we went into living units seeing artwork on the walls that they have done. Oh my God, there's amazing talent in this place. Beautiful artwork that some of the men have done. There are some gardens that are at this facility and knowing that they are all cared for by the offenders who live there. And all of a sudden just make that connection. These are real people. These are people that are going to getting out. These men might be my neighbors someday. And also just that realization of what does it take for person to have to make that choice or purpose to make the choice to do the things that they did to end up where they're at. Something is in there that told them that they weren't good enough that they weren't worth it that they weren't um that this was the only way and we know it's not the only [00:15:00] way the if some, you know, if you have determination, if you have enough of equipment, you can do pretty much anything you can you set your mind to. And so I think it was just like this snowball thing that starting thing about this and everything just started going and realizing this was a lot bigger than we ever imagined it would be. Part of it was just that gut feeling that there's no explanation behind it other than you just knew, you just knew, this was going to be bigger than dog training and it needed to be. It needed to be.

**Colleen Pelar:** Yeah. And it is. When we really start looking at behavior, like you said before, the ripples go beyond just the interaction with the dog. You know, that the one man, the people who lived with him, and the guards were saying he's different. It's not just that he's restraining himself from fighting. He's actually different because he got an opportunity to learn about change and to practice [00:16:00] it and to evolve because we can't just flip it like a Switch and Go, "Look, I'm magically different now." It's baby steps. Yep, and a lot of

motivation.

**Kim Imel:** A lot of motivation and knowing that it's not always gonna be sets forward. There are some steps back. Being okay with that, realizing it, being accountable to it and then progressing forward from there. We were just you know, we were confirmed in our thought by the guys because one of the first books that they all have to read and study-- because they have to take a certain test. They have to take a test before they actually get a dog so we know that they kind of understand a little bit about what they're going to be doing before we just hand them a living being--the book is Don't Shoot the Dog, by Karen Pryor. That's mandatory reading for all of them and we had several of our handlers come back and say, "If my [00:17:00] parents would have done what we are doing in this book, I don't think I would have been here today." And we've had several who have looked at that as a new way of parenting, of working with their kids when they get out.

**Colleen Pelar:** There was a man who said that when we went. He said, "If my father had known these techniques, I wouldn't be here today and this is totally changing how interacting with my son." I was already sobbing. So there was just more sobbing, but I thought that's really, that's really powerful and it's so true because I think as people we're sort of hardwired for the negativity and that leads to suppression. "I don't like that behavior. So let me tamp it down." And those techniques are not the right ones. They're not the right ones for dog training, and they're not the right ones for raising children, and they're not the right ones for interacting with the people in your life, you know, even if they're not children. So learning new skills is [00:18:00] tough, but we have to be open to giving someone a second chance. And as I said earlier, I was a little uncomfortable when I went. There was this judgy part of me. I mean to be honest, just a little bit of like, "Well, you had your chance and you messed up and now is it safe for these dogs to be here?" And a story that Carol told me and again, it's a few years ago so I hope I'm getting this right, but at dinner afterwards, when I'm telling her I'm blown away, she said there had been an incident with a fight in the yard and that afterwards the initial report was that there were no dogs in the yard. But then when they went back and reviewed the video, there had been three dogs in the yard. Each man had scooped up his dog--they were all relatively small [dogs] in the group I saw--and covered him with his vest and then put the dog up to a wall and put his body to protect the dog. And I thought okay. I mean this is [00:19:00] putting someone else's needs first, recognizing what they need -gosh, it's gonna make me teary five years later. Um, but it's that's a real growth moment for someone who, you know, what did you say? Burglary, robbery, and assault. For someone who might have a history like that to go, "Oh, no things are going bad. What should I do? I should protect this one right near me." That's someone worthy of a second chance.

**Kim Imel:** And that gentlemen he was actually one of the guys out in that yard protecting his dog.

**Colleen Pelar:** Was he?

**Kim Imel:** Yeah. He threw himself on his dog to protect her, to keep her safe from the fight that was going on and to keep her safe from what needed to happen to break up the fight that's going on.

**Colleen Pelar:** That was really awesome. I think we talk a good game about giving people second chances, but just like I was in that moment, we're not always ready for us to be the one giving that chance. You know a little bit of like, "Well, somebody could do that, but not me." So [00:20:00] it's awesome that you're doing this first off, but that these men are really taking advantage of this chance, which means that they will then be people who probably give others second chances too and then their children will be people who give other second chances. This is the way we can start making changes.

**Kim Imel:** Absolutely and that is our hope with this and my hope has always been, no matter how long I'm involved with this program, if just one man gets out and changes his life and changes the life of his children and he is the cycle breaker, all of the stress, all of the struggles, all of the sleepless nights are worth it. They're totally worth it. And it's yeah, it's just it's amazing to watch these guys grow and develop and learn to work with one another and when they're struggling to come to Carol and I on [00:21:00] class day and say, "I've tried. Maybe you can tell them. But I've tried telling him and ..." But to make a choice to not possibly fight or get in their face about it, but to make a choice to walk away and hand it off to somebody else, that's a huge decision on their part too. That's a huge choice on their part. It allows Carol and I to work with them and the staff who are involved with this program to work with that particular offender to say, "Well, what if we rephrased it this way?" And try working with some reframing and if it doesn't work necessarily in that situation, we see that then he, that particular handler, has now a new tool in his tool belt he can use the next time he comes up with a similar situation. So it's just it's just amazing to watch these guys grow.

**Colleen Pelar:** Yeah. And reframing is a really powerful tool [00:22:00] in terms of mindset and the way you look at things and it sounds, I think, really simplistic. You know, the first time someone says, "Well what if you look at it this way?" you're like, "Yeah, yeah, yeah, yeah, yeah." But if you can stop and think about, "What is another way I could look at the situation or another way I can approach it?" it's the main tool. It's a really strong, powerful way of changing things.

**Kim Imel:** It is and one of the things that I always go back to you with the guys is, just at the basic of it, is this prison. The prison can be who they are or can simply be their address. It's how they think about things. It's how they look at it and not just because this is where you're at this moment in time. That doesn't mean where you're going to be. You have a choice. Yeah, you're here for now. Okay deal with. But you don't have to be here forever. So you [00:23:00] don't have to come back.

**Colleen Pelar:** I think that's really important. So before we started recording you started telling me a little bit about one particular family, and I'd love if you could share this with the listeners about a father and son who had had sort of a fractured relationship. Can you

tell us a little bit about that?

**Kim Imel:** Yeah, um one of our handlers. He was a great handler, tough guy, but he talked about after being in the program for a little bit. He was he was one of the several who had commented about the Don't Shoot the Dog book "had my parents known this, I wouldn't be where I'm at today." We've had that said by many, many of our handlers, but he was realizing how, like you say, fractured his relationship was. The day that he was arrested and ended up in the prison, his son was there and his son witnessed the arrest at the same time that he was taken away [00:24:00] from home. The family dog was taken from home. And so this boy lost his dad and his dog and basically was, from my understanding from him telling the story, was that his son hadn't forgiven him over it. And they basically didn't have a relationship. It was completely broken and he had a broken relationship with other family members. Once he started going through the program and started reading and working with the dogs and seeing how his actions can help with that dog, he was able to start talking with his son because not only was he learning these skills, but now there was this common thing between the two of them and that was the dog. So for visiting he would go and he would talk about what they were doing in class and how he was training his dog and what the dog was learning and so all the conversations initially revolved around the dog, but through that he ended up rebuilding his relationship with his son [00:25:00] and started talking about more than just the dog. Talking about life stuff. This handler also had his fiancée buy a copy of the Don't Shoot the Dog book so that he can leave it in the visiting center so other families can then see that book while they were there and read it if they wanted to.

**Colleen Pelar:** Oh nice.

**Kim Imel:** Yeah. Yeah, he was very much in support of that. But it was just it was through working with the dogs and learning what he was learning that he was able to repair this and have a different way of parenting when he got out and he now he's been out for, I think, a couple a good couple years and my understanding is doing quite well.

**Colleen Pelar:** It's nice that you get some sort of update at times on some people because I imagine you often don't. Is that true?

**Kim Imel:** That's true. Um, we actually can't, as volunteers, we cannot have contact with the people who've been in the program for a year after they they leave. We [00:26:00] just had a gentleman release about a month or so ago and we can't have any contact with him for a year and two. After that year's up, then they can contact us if they so choose. We have had contact the gentleman that we just spoke about. He is following the Facebook page and has made comments in the Facebook page. So that's often how they start to reach out. We have another handler who released and about a year after he released contacted Carol through the Diamonds in the Ruff email address because he was now working as dog trainer. He had a case that he was struggling with and so he was contacting her for some advice on how to handle that issue.

**Colleen Pelar:** That's great.

**Kim Imel:** We've seen that time and time again. Talk about family members that they have lost contact with or don't speak too, that all of a sudden the family members start following the Facebook [00:27:00] page and then conversation starts between the family members and the handler and starts building. And it's all through the dogs.

**Colleen Pelar:** And the men in the prison can't see the Facebook page, but you share some of that information with them, right?

**Kim Imel:** Yeah what they do often times, their family share it so when they contact the families, call or they come for visiting, they'll share things. We are able to take when adoptive families have shared pictures with us of the dogs and their new homes and how things are going. We are able to take a portion of that information back with us and share so we can share pictures of the dogs in their new environments as long as there's no identifying information in that picture or humans within that picture.

**Colleen Pelar:** Yeah, I bet they love seeing a photo of the dog, you know, lying in the grass at its new house or whatever.

**Kim Imel:** Yes. Because they become very, very attached to these dogs and they're concerned about them for the rest of the dog's life. They want to make sure that [00:28:00] the dogs are okay and well and things are going well. We get questions all the time. "Have you heard about so-and-so?" "How is so-and-so doing?" They're always thinking about them.

**Colleen Pelar:** So how many dogs do you currently have in the program right now?

**Kim Imel:** We are kind of in between. We have gone through some administrative changes. The original shelter who was partnering with this program, who I was originally employed by, they have gone through some structural changes and one of the changes was to longer participate in the program. Which meant the program was still going to go on and it is still going on. It was just getting another shelter partner to be a partner because we have to have a partnership with DOC between the shelters. And again, we're dealing with government so things take a little while, but I think everything is finally lined up and hopefully we'll be bringing in some dogs very soon. We have actually been without [00:29:00] dogs for about five and half months.

**Colleen Pelar:** Oh, wow. Everybody's probably itchy by now.

**Kim Imel:** Oh my gosh. Yes, everybody's itchy. Um, the guys have a hard time going to weeks between sessions. Yeah a little break. So it has been really hard on the guys, but I have to give them a ton of credit for hanging in there. There are still classes going on. So doing bookwork and lectures and watching videos training videos and we just had Dr. Leticia Panucci come up from WSU, she heads up the behavior department, to talk to the

guys about anxiety and how dogs learn. So they were able to listen to a veterinarian, the veterinary side of things. And yeah, so we've been able to still do a lot of work, but we haven't had any dogs yet. So everybody's itchy, even the even the staff.

**Colleen Pelar:** Yeah. Oh, yeah, I'm sure. Everybody!

**Kim Imel:** Yeah, they're like, "Any word yet? Any word yet?"

[00:30:00] **Colleen Pelar:** So if we're looking at just people in their regular life, what kind of suggestions would you have for increasing our willingness to give second chances to others?

**Kim Imel:** Honestly the first thing that comes to my mind is put everything that you've ever thought, that you're ever certain about, just set it aside. Because I think what happens is when we go in and we're certain about something that closes a door. Walking in and seeing, you know, a gentleman who's bald, who's six-foot-four, covered head-to-toe in tattoos, who stands in a certain way with his hips cocked, and just has that quote unquote that look. You can immediately go, "Oh, no. This is not a good person." But if you see that guy with the teeny tiny chihuahua in his arms? Oh, yeah watch him turn into a puddle. Yeah. It's real fun. Um, and you realize that what you thought is not what's actually true. [00:31:00] So I think we just one of the things I think we really need to set aside all of our preconceived notions. That if we haven't experienced it and we have an opinion about it, chances are it's based on somebody else's thoughts and we to make those thoughts our own. We need to assess it for ourselves.

**Colleen Pelar:** I think that's really true. That actually came up that exact concept came up in a Facebook discussion today. I have a separate podcast, Your Family Dog. [Dr. Rise VanFleet](#) was on there talking about how to handle difficult conversations. And one of the things was when we're so certain, you know, we are creating a barrier and a distance and so sometimes to just try to understand where the other person's coming from and the gulfs of over-certainty and be open in that moment, too what kind of connections can we have? So it's interesting, you know, just an hour ago, somebody said, "Well that really kind of blew my mind." Now I'm thinking I have to [00:32:00] go put a link here so that person can listen to this one too.

**Kim Imel:** Oh too funny. Yeah, and it's hard to do.

**Colleen Pelar:** It is hard to do. I mean well, I mean I think everything falls into that category, doesn't it, where it's like simple but not easy? You know, yeah, like reframing, totally simple concept. Not always easy to do. Set aside your certainty. Sure. Parent differently. "Oh, yeah, I've been doing it this way for X number of years. I'm just going to change the way I parent." But it's worth doing and it's worth making the effort. So providing those second chances for others is a real valuable thing.

**Kim Imel:** Yeah. Absolutely. Absolutely. Because you know, we're all getting use second chance at some point in our life.

**Colleen Pelar:** Yes. This has been really interesting very fun conversation. One question I do like to [00:33:00] ask most of my guests is if your dog could speak English and I know you have two--Gibson and Wrigley--so if Gibson and Wrigley could speak English, how would they describe you?

**Kim Imel:** Oh gosh, this is where I'm so glad that dogs cannot speak English. I would say probably Gibson would complain that I was #1 boring and #2 not home enough to be with him, to keep my hands on him at all times. He's a German shepherd mix and he loves being right next to me and he's a goober. Wrigley, how would he describe me? Not as forthcoming with the treats as he would like. Yes. He is my food hound.

**Colleen Pelar:** I see.

**Kim Imel:** "More treats, Mom."

**Colleen Pelar:** Okay. Well now you at least know where you can improve. [00:34:00] They're probably willing to give you a second chance to be less boring and more generous.

**Kim Imel:** Yes, and I would totally love to be home way more than I am.

**Colleen Pelar:** So how could listeners learn more about your program?

**Kim Imel:** The best way right now, always, is to find us on Facebook and it's the [Pawsitive Dog Prison Training Program](#). We are on Facebook our little profile picture is a little pen and ink drawing of a black lab and it's Airway Heights Correction Center, the prison that we are partnered with. That's going to be the best way to find us and to be in contact. You can message us through that link and also get caught up on what we've done up to this point looking at pictures. You can also touch they can also touch base with Carol Byrnes through the [Diamonds in the Ruff website](#) [00:35:00] and its diamonds in the Rapids are uff and pop it email off to her from there as well.

**Colleen Pelar:** Super and I'll put links to both of those in the show notes so that everyone can get right to those. This has been a really interesting conversation today Kim. I'm so glad you could come on.

**Kim Imel:** Oh, it was fun. It was fun. Thank you for the invite. I really appreciate it.

**Colleen Pelar:** I was really excited to talk to you because I was truly blown away by the program that you and Carol created there. It was awesome. So I think the whole concept of second chances and the fact that we all need them can hopefully make us a little bit more generous in offering them to others and really looking at how we can change our behavior

and, bit by bit, we're all gonna get there.

**Kim Imel:** Baby steps.

**Colleen Pelar:** Yep, baby steps. It's always, always baby steps. So if you enjoyed today's conversation, I hope that you will tune in and subscribe. Please, please, please leave a review because reviews are how other people find the show, that makes a big difference and [00:36:00] definitely share it with your friends. So anyone who you know who might enjoy conversations about how to help animal-care professionals feel better every day, we would love to have them at UNLEASHED (at work & home).