

**Persons usually do not change their behavior easily or quickly.
(Russell A. Baum)**

Latent learning is always a potential outcome in the learning process. (Russell A. Baum)

There is a critical difference between *measurement* and *evaluation*. (Russell A. Baum)

***Do not judge another until you have walked a mile in his moccasins.* (Native American Quotation)**

**Empathy is important to be taught and practiced.
(Russell A. Baum)**

**A human being is the most variable of variables.
(Russell A. Baum)**

Educators must distinguish between the intrinsic worth of each pupil and the behavior of each pupil. (Russell A. Baum)

**We now know that what a person believes about self is perhaps the most important single factor in determining every behavior.
(Arthur W. Combs)**

In the light of . . . research, it seems clear that effective helping is not a simple question of learning how to teach, counsel, nurse, administer, or whatever. Rather, effective helping must be understood as the development in the helper of a kind of personal theory; a system of beliefs that serve as guidelines for practice; a stable trustworthy frame of reference for long-term goals or moment-to-moment decisions that helpers are required to make. (Arthur W. Combs)

....a major characteristic of effective practitioners is a positive view of self. (Arthur W. Combs)