**The Socially Flawed Diamond—The Polsky Diamond**

The normative culture approach at SHPEV is central to managing behavior and enhancing character within the *Humacy Model.* The upper part of the *Socially Flawed Diamond* (SFD) is formerly known as the Polsky Diamond. The lower facet conceals the hidden impetus or motivations of one's feelings, judgments, and actions, giving rise to negative emotions, oppositional thinking, and disruptive behaviors because of the group exhibiting negative peer pressure. It is the dark side of one's character and the downward spiral of human nature. According to foundational thinkers such as Mencius (a Confucius scholar circa 356 B.C.) and John Newbrough (1882), human nature is composed, to one degree or another, of seven inherited vices that represent "The Downward Spiral of Human Nature. Management aims to turn the *Socially Flawed Diamond* (SFD) into a co-equal circle whereby each affected person is treated respectfully and in accord with the program's fifty central norms for success, personal and social growth, and sobriety.

Social and coping skills and wrap-around services (such as to help maintain employment) are objectives in this model to help our clients reach recovery, reduce alcohol intake, and maintain sobriety, which are essential elements at SHPEV. Research shows that even more promising may be to focus on quality-of-life concerns and essential values to help keep a job, home, and family and take advantage of education and other opportunities. These social and coping skills are fashioned to improve interpersonal communication and behaviors, enabling clients to effectively interact within one’s environment, job setting, family, or social gathering. The normative culture and Humacy approach are central in these endeavors.