

FREEING CRABS FROM THE BUCKET: REACHING OUR POTENTIAL BY RECOGNIZING OTHERS

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Abstract: The metaphor of "Crabs in a Bucket" vividly depicts the practice of hindering others' progress or success to propel oneself forward, which ultimately holds back the entire group. This metaphor is particularly relevant to the training and behavior industry. This in-depth commentary discusses the importance of crediting intellectual property, defining plagiarism, and highlighting its impact on individuals and the industry. It also addresses common challenges and misconceptions about proper citation and credit options and provides valuable resources to help individuals learn how to attribute intellectual property appropriately. By freeing the crabs from the bucket and allowing them to fulfill their potential, practitioners can advance the animal training industry and freely contribute to a diverse world of information sharing. Learn how promoting ethical practices and supporting the work of our predecessors can create a brighter future for animal trainers and the industry.



Introduction

Crabs are stupendous creatures. There is a vast diversity of species. Some can climb walls; others inhabit abandoned shells; one species is strong enough to lift a coconut; they can be poisonous and strikingly colorful. They can be as tiny as a human fingernail or gargantuan as a forty-pound disc with long, spindly legs. Beachcombers are delighted to see them scurry in the sands and tide pools. Explorers take deep dives into frigid waters to marvel at spectacular specimens. These crustaceans are unique, wonderous animals from which there is much to learn. However, when placed under pressure, disturbing responses can be observed that have led to a curious metaphor for human behavior.

The phrase “Crabs in a Bucket” has come to describe the practice of holding others back to propel oneself forward. However, in the process, the entire group cannot move forward. While the exact origin of this phrase is unclear, it vividly illustrates the concept of people hindering each other's progress or success due to envy, competition, or from a lack of awareness or support. Moreover, the visual is compelling. One can imagine a bottomless bucket of numerous crabs piled on each other, trying to escape an aversive condition. Grabbing onto another crab or two may provide leverage to lift a single individual toward the top of the bucket. However, the other crabs were not voluntary participants in the ascent of the ambitious climber.

Furthermore, every crab is clamoring to ascend and escape. Those on the bottom also climb upwards, using others as leverage. As another creature maneuvers to reach the top of the bucket, everyone tumbles back down into the struggling mass. This “every crab for themselves” approach creates an environment where no crab reaches the top.

This metaphor has been used to illuminate human behavior in numerous environments, likely because of its vivid imagery. However, it is especially relevant to the world of training and behavior. It provides an excellent segue into a long-overdue discussion on plagiarism and its impact on the animal training industry.



Getting ahead without proper recognition of intellectual property has far-reaching effects beyond the individual. This requires defining plagiarism. It is also essential to identify why supporting crediting predecessors' work benefits individuals and the industry and how plagiarism is harmful. According to an article by the Harvard Graduate School of Education (n.d), the ease of access to online information has made it easier for students to plagiarize and has also led to confusion about proper citation practices. However, it has also opened the door to many resources to help people learn how to attribute intellectual property appropriately. These all will be explored to demonstrate how crediting the work of others advances the animal training industry.

The crabs in a bucket metaphor portrays a bleak outlook. However, behavior is occasioned by stimulus conditions and the outcomes. It is time to free the crabs from the bucket to allow all of them to fulfill their potential as exceptional, unique creatures who contribute to our diverse world.

What is Plagiarism?

Plagiarism is intentionally or unintentionally presenting or using someone else's work, ideas, images, words, technology, or data from any source as one's original work without giving proper credit or acknowledgment. It involves copying, paraphrasing, or using another person's creative or intellectual work without authorization or citation. Plagiarism is considered unethical and a breach of academic or professional integrity. Using or reproducing someone else’s work without proper credit, permission, licensing, or citations constitutes plagiarism. Examples of plagiarism include but are not limited to copying the work of another verbatim without using quotation marks, revising the work of another by making only minor word changes without explanation, attribution, licensing, and citation, and paraphrasing the work of another without the appropriate citation (The Chicago School of Professional Psychology, 2023).

The Council of Writing Program Administrators (2019) distinguishes between deliberate plagiarism and careless or inadequate attribution. The latter is hypothesized to result from a lack of knowledge on providing attribution, the culture not supporting the practice, and no accountability when attribution is missing.

Where it seems to be most prevalent in contemporary animal training is the use of behavior ideas, procedures, specific techniques, technology, environmental designs, props, educational material, images, videos, and equipment for which there is no credit to the original developer of that idea. As in other professions, a legal patent or copyright should not be required for work to be attributed appropriately. If an idea has already appeared in print, shared in a professional setting, in the media of any sort, or been part of personal communication and is not the original idea of the author, it can be appropriately credited to the source.

There seems to be the attitude that the ideas developed in animal training fall into the "public domain." However, like any profession, often, but not always, the ideas are developed by practitioners and built upon a foundation of knowledge, experience, and, in this case, also backed by a hard science that relies upon the standard practice of proper attribution and years of scientific research. To continue to align the animal training industry with evidence-based practices means following the appropriate application of crediting sources and building upon the knowledge that precedes one's own. Animal trainers and the field would benefit greatly from gaining fluency in this skill set.



Reasons to Support Proper Attribution





Supporting proper attribution is more than just a nice thing to do. There are many benefits to the industry, practitioners, content creators, and the original author. According to an article published on the American Society of Journalists and Authors (n.d.) website, proper attribution is crucial in maintaining the integrity of writing. Proper attribution adds legitimacy, credibility, and professionalism to the industry. It can continue moving animal training from a hobby or incidental activity to an essential component of optimal welfare for animals in managed care. It demonstrates that animal training is based on hard science and practical application. Attribution indicates that the industry is built upon a foundation of knowledge and sharing of that knowledge (National Institutes of Health 2021). According to the University of Maryland University College (n.d), "Proper attribution also allows for documentation of the history of the development of information and ideas." This provides a better understanding of past accomplishments and facilitates the self-correcting progression of the scientific process (University of Texas Libraries, n.d.). Proper attribution provides a research trail of intellectual property that allows original authors to be contacted and consulted so mistakes are not repeated, questions can be asked, and practitioners can build upon the foundations prepared by those who have preceded them (University of Maryland University College, n.d.). According to the University of Texas Libraries (n.d), proper attribution encourages professionals to work together towards common goals. It also supports transparency. When a community embraces proper attribution, people can more readily share ideas, knowing their intellectual property and contributions are protected.

Proper attribution also creates a trail of the work accomplished (University of Maryland University College, n.d.) in the animal training field. Much of the historical record of animal training is now being recorded in a wide variety of outlets, from social media to learning platforms. This content is a vital record to document. The more practitioners learn to reference material properly, the better the industry can source these crucial contributions (University of Texas Libraries, n.d.).

Individuals who use proper attributions demonstrate integrity and show that their work is supported by the contributions of others who have come before them (University of Texas Libraries, n.d.). Extensive literature and other reviews utilized by content creators help lift our industry by sharing the work of others (American Psychological Association, 2019). This can expose others to more relevant material that can encourage professional development (University of Texas Libraries, n.d.).

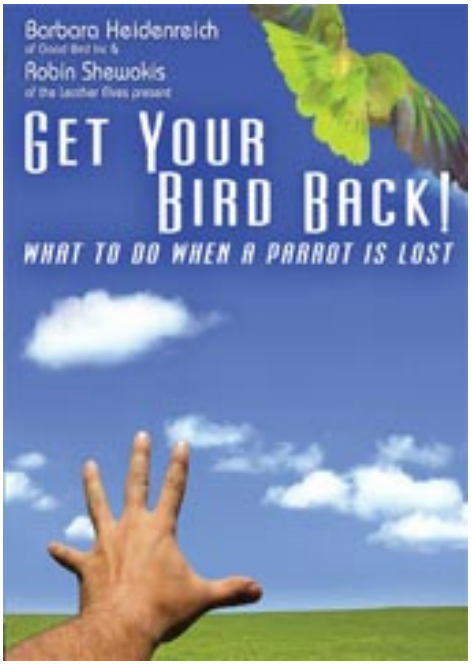
Reasons to Avoid Plagiarism

There are as many reasons to avoid plagiarism as there are to support proper attribution. The aversives can be quite compelling if the desired outcomes are not enticing. The Chicago School of Professional Psychology Writing Resource on Plagiarism and Academic Integrity (2023) states the following.

"In the Western academic world, plagiarism is considered an academic crime because it violates the behavior (linear-active), information usage (data-oriented), and trust (high-trust society) of the culture. Plagiarism is indirect in citing evidence-based sources, fails to reference the data used, and does not credit the institution or person who created the source, thereby violating cultural standards.







However, these cultural violations and their impact extend beyond academia, as the following examples will illustrate. An extremely likely outcome is that the offending content creator will get caught plagiarizing (American Psychological Association, 2019). The author has been in the audience several times and seen her uncredited photos appear in colleagues' presentations, used without permission. Colleagues have also copied the author's original behavior ideas and misrepresented them as their own at professional conferences, workshops, and on social media without referencing the content from which they learned the idea. A novice trainer was unaware she was explaining the author's original shaping plans to her during a training demonstration, not realizing they were the author's contributions to the industry. The author had an iconic magazine cover photo of hers used without permission to represent a parrot available for adoption. She had the transcript from her DVD copied verbatim and used without permission or credit as content for a competitor's blog. The list continues. People know a creator's material and will report to the original author when content has been plagiarized if the author themselves does not discover it.

Such acts of plagiarism are not harmless. They can misrepresent the original author’s content. The competency of the person plagiarizing may not match that of the original content provider. (University of Maryland University College, n.d.). The person plagiarizing does not necessarily have all the information the original content provider does and may not be in contact with the original author to get clarification if needed (Harvard Graduate School of Education, n.d.). Permission to use images of people and animals may not be extended beyond that of the original content provider (University of Maryland University College, n.d.). This protects how that content is used and how those images are portrayed. Finally, when a person plagiarizes such material, they misrepresent their work and intellectual property (Harvard Graduate School of Education, n.d.). This is also unfair to the consumer.

The author frequently speaks at conferences. She also shares photos and educational posts about animal training on social media. While attending a veterinary conference, she was surprised to see her picture of a rabbit entering a crate appeared in someone else's presentation. This was a photo from a session conducted while consulting with one of her regular zoo clients. The author did not know the presenter. She did not grant permission for the photo to be used, nor did her name appear on the slide. She could only conclude that the image had been taken from her social media without permission. One may think this is insignificant as it is all about sharing good information. Here are some reasons why this practice of plagiarism is unacceptable. The author did not know what information this veterinarian was sharing. She also did not know the context in which her photo was used. The image represented the author's work and her clients and could have jeopardized her relationship with her clients. The author's clients have trusted her and how she will use their images and images of their animals. If the author recognized the photo, certainly others could recognize the photo. This photo was already in circulation and associated with the author's work. This is why it is vital for content creators to retain control of videos and images. The author will rarely share those with others who ask. So, while this may have seemed like a minor infraction and not very nice that the presenter did not credit the author, the ramifications can go much further. When intellectual property is used without permission, it is a serious issue. It is best practice never to lift images from the Internet (American Psychological Association, 2019). Use original photos or photos with permission, or utilize a service that provides royalty-free or licensed images.

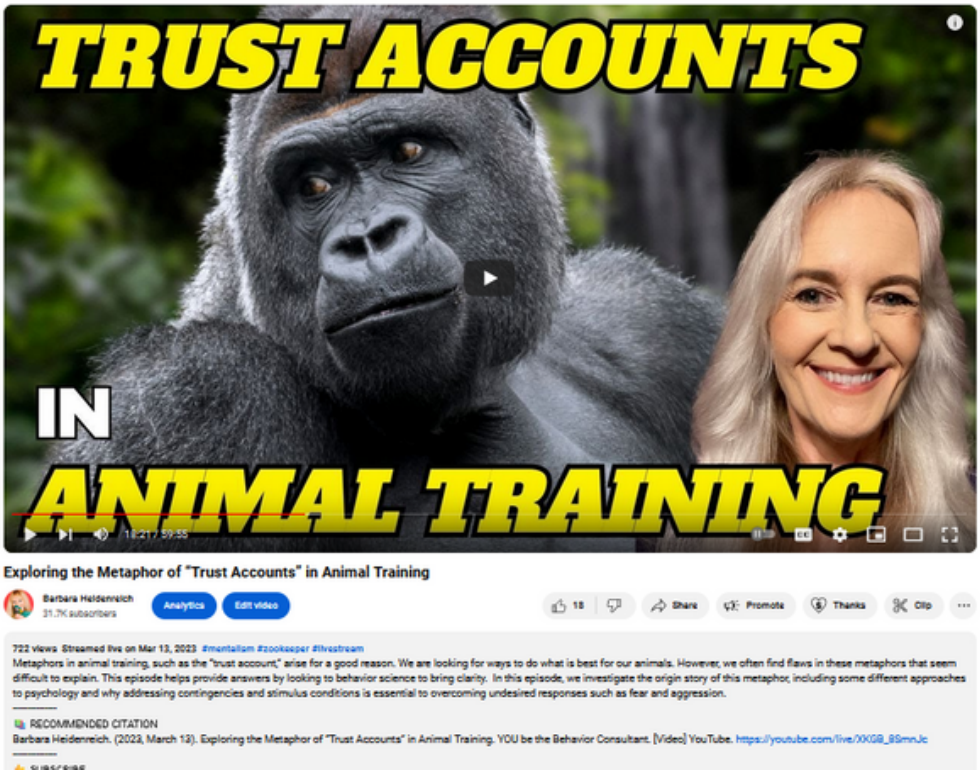




This leads to a question of ethics and plagiarism. It is very disheartening when people work hard to develop new ideas and share them to improve animal welfare and do not get attribution but instead see someone else getting the credit for their ideas. The author has experienced this several times with shaping plans she shared freely, including one for training parrots to inhale medications, training a parrot how to paint, training parrots to accept medications from a dosing syringe, and several behaviors for rabbits and guinea pigs. This was especially problematic when the author trained her dog to open his mouth by gently biting on two PVC pipes she attached to a freestanding parrot perch. The author shared this on social media, her email list, and in a freely available online course. It was reported to the author that two colleagues, who are also consultants, copied the behavior and shared their iterations in conference presentations without crediting the author for the idea. According to the author's digital tracking services, both colleagues are members of the author's mailing list, members of her social media group, and one had attended the free online course that featured the original behavior. The author faced the uncomfortable task of correcting others in online community discussion groups on the origins of the behavior idea if she were to get proper attribution.



More importantly, the open-mouth behavior shaping plan has now been seen by a researcher who would like to use the shaping plan for a critical scientific study of a significant species of concern. Tracing the origins of the shaping plan back to the creator is essential for the project. When proper attributions are in place, it makes it possible for the significant contributions of the animal training industry to progress without unnecessary barriers to critical information. When plagiarism occurs, it can punish the behavior of those who share content and prevent the sharing of information, such as the open mouth behavior shaping plan (University of Maryland University College, n.d.). As a trainer who has now had several shaping plans copied without attribution and has seen them credited to others, the author will unlikely continue to share original ideas on social media without adding assurances that her intellectual property remains protected. Unfortunately, even when sharing on her private online learning platform, this has still occurred, and a colleague from another zoo who contributed an original behavior idea to a course was not properly credited for their work. This has now led to recommended citations being added to the end of every YouTube video and online course posted on the author's online learning platform with a statement encouraging proper citation of the content learners have just consumed. The goal is to make it as easy as possible for people to practice citing resources and to model providing attribution.



The impact of a lack of attributions can be significant. A brilliant animal trainer and Ph.D. in behavior analysis who also felt the burn of plagiarism all too frequently has removed herself from the industry entirely. Her information sharing has been punished so that the industry and animals lost her excellent contributions altogether.

Imagine the benefits to the animal training community if attributions were commonplace. Furthermore, tracing the origins of a behavior would be easy due to attributions being a normal part of the profession. Having the skill set in a trainer's repertoire would be expected, and it would be considered unprofessional to exclude providing proper credits.

Based on the overwhelming positive response to a podcast on the History of Giraffe Training with Amy Phelps (Heidenreich, 2023), the author believes that many animal trainers would appreciate more information about the history of animal training. Some might want to know who first developed many behavior ideas, shaping plans and procedures, and introduced behaviorism to modern zoos. Early in the author's career, she remembers two pioneers of behavior science and animal training attending an animal training conference. However, at the time, she had no idea who they were. Their names (Marian Breland-Bailey and Bob Bailey) were no longer mentioned in popular written outlets or dialog in the industry. When the author actively pursued enhancing her academic knowledge of behavior science in which proper attributions are required, she learned much more about such pioneers than she did from the practical application field of animal training. Sadly, Marian passed not long after that event, and the author missed a rare opportunity to spend valuable time with a significant pioneer in the animal training field. At that time, only some animal trainers were aware of behavior science pioneers who contributed to the field of animal training, minus a handful of names. Had there been a better citation trail in the animal training community, would the author have had a better awareness of influential pioneers? It is possible, but of course, this is speculation. There are some resources with historical information about scientific practitioners (Bailey & Gillaspy, 2005; Farhoody, 2021; Fernandez & Martin, 2021). However, there are gaps to be filled and can be filled moving forward with proper attribution.



Another critical development has been a change in focus on the work of animal trainers. Animal training has evolved from being viewed as a hobby or entertainment to essential for animal welfare. (Heidenreich, et al., 2023). Along with this are more evidence-based studies that demonstrate its value. There is still work to be done to change the perception regarding the work of animal trainers. Disregarding proper attribution reduces the industry to something less than, whereas it is becoming more genuinely evidence-based, coming from scientific practitioners, and deserves such respect. However, that respect might be more difficult to gain if members of our industry are challenged with behaving with respect towards one another's work and legacy.

Often, the names that receive the most attention are the ones with the most strategic marketing. This is not necessarily synonymous with a subject matter expert. It also does not require the person to provide proper attributions to gain a following. A following also does not necessarily indicate valid information (Heidenreich, 2010). However, one can have a large following, practice appropriate attribution, and provide accurate information. They can model the behaviors beneficial to moving the industry toward providing attribution appropriately.

Unfortunately, social media requests for material such as photos and videos to use in educational presentations are also often observed. Also seen is the use of photos of the individual with an animal they did not actually train or rarely train but were allowed a photo opportunity. They may also share material that is primarily descriptions of the work of others to provide content. These and other misrepresentations of credentials, work, and experience can mislead audiences about the content provider's experience, knowledge, and skills (Farhoody, 2021; Heidenreich, 2022). Although attributions may be provided, this is also not lifting the community but using deception to raise one's own profile by using resources from others to represent expertise they may not have.

In summary, plagiarism reflects poorly on the person who plagiarizes. It is unprofessional. It hurts the content provider, the person whose work is stolen, the consumer, and the industry.

Challenges that Hinder Progress

Numerous challenges have hindered progress in providing proper attribution in the animal training industry. Few animal trainers practice proper attribution in all aspects of content production; therefore, the behavior needs to be modeled consistently, leading to a culture actively promoting and encouraging giving credit. Furthermore, some high-profile voices have stated that implementing it is too challenging. Many may need to learn how to properly provide attribution to various types of content, which can make it more likely that proper credit will be applied. This lack of knowledge about plagiarism and attribution often leads to an uncomfortable apology and excuse that the content provider “did not know” after an instance of plagiarism is detected.

Furthermore, the animal training community generally has not held people accountable for improper attribution. As the industry continues to work more to establish itself as an evidence-based field, proper attribution will become more imperative. However, it is reasonable to assume that the animal training industry can overcome these challenges with the appropriate guidance.

Understanding how ideas are generated is also critical to helping recognize the importance of proper attribution. Epstein (1996; 2014) notes that new ideas are not randomly or spontaneously generated but develop partly from exposure to diverse stimuli. In the world of animal training, those stimuli often come from the sharing of information and examples from others. Recognizing and appreciating that someone else's work may have contributed to one's ideas becomes more accessible when the underlying scientific principles impacting generativity are understood. This can allow the content creator to remember to acknowledge the YouTube video, course, social media, training demonstration, lecture, or conversation that inspired their iteration of a shaping plan, behavior, or procedure.



Animal training is primarily an applied field. For this reason, many may not have experience disseminating information in a scholarly format in which opportunities to practice giving attribution apply. Most of those who enter the industry are not required to produce written material for publication. However, some may occasionally prepare presentations and materials for conference proceedings, requiring references. Therefore, the behavior of applying attribution, especially to many different types of content, is not emitted frequently and may require practice to gain fluency. However, information sharing does occur that requires attribution. A more common occurrence in the animal training field is posting on social media, which can include some limited inherent attribution built within the platforms. Fortunately, educational resources are available that can guide animal trainers to facilitate their attribution practices.

It may seem relevant to blame the Internet for the slow development of proper attribution practices in the animal training community. As mentioned, items are often shared on social media with limited attribution. Frequently, such content is treated as open access and public domain. Open access or open source is used to describe online digital content, usually scholarly literature, that can be accessed free of charge. It often carries less restrictive copyright and licensing barriers than traditionally published works (Cornell University Library, 2023). Public domain means the exclusive rights have expired, been waived, or are not applicable (Stanford Libraries, ND). However, this practice of sharing animal training ideas and information without proper attribution occurred before the Internet existed. Social media has made sharing more accessible. Information on how to properly credit has been available to the animal training community well before the Internet but has yet to be readily utilized.

Questions and misconceptions are plentiful regarding what content requires attribution. This has led to many sources of intellectual property being left unrecognized. As mentioned, a general guideline is that if the material was inspired, influenced, or otherwise generated from material not original to the author, it requires proper citation, permission, or license (Harvard Graduate School of Education, n.d.). The following chart shares common misconceptions about content and recognizing original source material.

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Misconception	Truth
Not knowing attribution was required is excusable.	It is the content creator's responsibility to understand proper attribution. If a reference is absent, the author will/should be asked to provide it.
The content was from the Internet; therefore, it does not require attribution.	This is a misconception. See the section below on learning how to cite content from the Internet properly.
The content was from social media; therefore, it does not require attribution.	This is a misconception. See the section below on properly citing content from social media.
It is a podcast, popular magazine, or blog post; therefore, it does not require attribution to use	This is a misconception. See the section below on how to cite content from these platforms properly.
The content was from personal communication; therefore, it does not require attribution.	This is a misconception. See the section below on learning how to cite personal communications properly.
The original source of the content is unknown; therefore, it does not require attribution.	Content creators may have to do extensive research to get to original mentions of material. Usually, reviewing other articles' references is a good starting place for a literature review. There is also an option to cite when a source is unknown.
The content is very old; therefore, it does not require attribution.	This is a misconception. Even as science evolves, there is material that still stands the test of time. Relevant content that is utilized, even if old, should be cited.
The content is probably public domain; therefore, it does not require attribution.	This requires determining whether something is in the public domain. This means the exclusive rights have expired, been waived, or are not applicable.
Another source did not provide attribution; therefore, it does not require attribution.	Someone else's mistake is best not modeled. Practice proper attribution moving forward.
There are too many ways to cite the content. Therefore, it does not require attribution.	This is a misconception. See the section below on learning how to cite content properly. Content updated over the years via several articles can be appropriately cited.
Photos and/or videos do not need to be credited or require permission to use.	This is a misconception. See the section below on learning how to cite videos properly, learn about licensing, and where to source copyright-free photos.
The use of the material falls under the category of fair use.	This can be difficult to defend or prove. Adherence to four factors can avoid litigation. Furthermore, this does not exclude the need to provide proper attribution for the use of the material.
The material is licensed under Creative Commons; therefore, it can be used freely.	This is inaccurate. There are different types of Creative Commons licenses with different permission conditions. They require attribution to be provided to the original content creator.
There are no consequences or accountability for plagiarism, so it does not matter.	This is a misconception. This article explains how a lack of proper attribution results in many undesired outcomes for both the individual and the industry.

Understanding Citations, Permissions, and Licensing

Appropriately crediting intellectual property begins with the awareness of what it means to plagiarize and why it is vital to avoid it. This leads to recognizing when something needs to be cited, requires permission or licensing to use, what should be excluded, and taking appropriate action. It is critical to research what the appropriate action is. An error can be quite costly. For example, using music, videos, or photos without a proper licensing agreement from the content producer could result in legal and financial fallout.

Citation, permission, and licensing are distinct concepts related to using and managing intellectual property (Harvard Graduate School of Education, n.d.). Here is a brief explanation: Citation refers to giving credit or acknowledgment to the original source of information, ideas, or creative works. It is a way to recognize and show respect for the contributions of others. Permission involves obtaining explicit approval or consent from the owner or rights holder of intellectual property before using, reproducing, or distributing that property. It ensures the user has the legal right to use the intellectual property and helps prevent copyright or other legal issues. Licensing is a formal agreement between the intellectual property owner (licensor) and another party (licensee), granting specific rights to use, distribute, or reproduce the intellectual property under certain conditions. It provides a legal framework for using intellectual property, outlining the terms and limitations of use, and often involves payment (royalties or fees) to the licensor.

In summary, citation is about giving credit, permission is obtaining approval to use intellectual property, and licensing is a formal agreement outlining the terms under which intellectual property can be used, often involving payment. These concepts are crucial in various fields to ensure ethical and legal use of intellectual property.

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Content developers may have discovered that platforms such as YouTube send notifications when music or video content that infringes upon the copyrights of others is discovered (YouTube, n.d.). This commendable messaging helps remind producers that permissions are required to use materials from others. The industry benefits from these additional checks and balances to help shape the behaviors needed to eliminate plagiarism and increase proper citation. This need is also evidenced when famous quotes, such as tag lines or social media fodder, are used without appropriate citations. The words of prize-winning poets, authors, and pioneering scientists deserve to be placed in quotations, followed by their names. In truth, when used without modification, any content creator's original words are to be quoted and credited.

There are numerous resources to guide animal trainers. However, here are some simple guidelines:

Content-Type	General Guideline
Words	Properly cite seven or more words together from another source.
Quote	Find the *original* source and properly cite it.
Photo	Use original photos, source royalty-free, or use image licensing services.
Video	Use original video, source royalty-free, or use video licensing services.
Music	Use original music, source royalty-free music, or use appropriately licensed music.
Idea	Find the *original* source and properly cite it.

Implementing Attribution

With the awareness that proper attribution is required, ethical, and beneficial, animal trainers are tasked with implementation. This requires taking responsibility for applying proper credit as needed. This also includes learning to cite correctly, ask for permission, and license material. It also includes modeling this behavior and encouraging colleagues to do the same. This may include asking colleagues to provide references or explain where they learned something. Information that is passed on to new employees should include from where it was originally sourced. When infractions are observed, they can be addressed with instructions on how to attribute intellectual property correctly and why it is to the industry's benefit to avoid plagiarism.

Before the days of the Internet and since then, it has still been appropriate to cite something learned from a conversation using the words “personal communication” (Harvard Graduate School of Education, n.d.). This specific citation type is invaluable to the animal training industry due to the emphasis on oral traditions and practical application. Much of what has been accomplished is not committed to a written record to the extent it could be. However, it can still be adequately attributed to its origins. Fortunately, there are resources to help content providers properly cite blogs, YouTube, magazine articles, social media posts, podcasts, conference lectures, webinars, movies, apps, websites, songs, eBooks, personal communications, and much more (Purdue Online Writing Lab, n.d.). Citations are not limited to books and research articles. Essentially, the question of "how to properly attribute” a resource is easily addressed, no matter the resource. See the table in the Appendix for links to specific resources for additional guidance.

Conclusion

The most sampled drum beat in music history is known as the “Amen Break” from The Winstons’ 1969 track, "Amen, Brother." This brief, seven-second-long section has been used in more than 6000 songs across various genres and styles. The drummer Gregory Coleman never received any royalties for the use of his work despite it being used by such prominent artists as Salt-n-Pepa and NWA and in the theme song to the animated feature Futurama (Cross, 2023; TrackLib, 2023). Because of its extensive use, this beat is highly recognizable. Nevertheless, most artists or content creators would agree that it does not make it the public domain. The original source has been identified. As sampling pieces of music created by other artists became more prevalent, the music industry recognized that this infringement of intellectual property was unacceptable. Licensing was re-examined, and new laws were created. In 1989, the Beastie Boys created the groundbreaking album “Paul’s Boutique,” which predominantly relied upon sampling. They were one of the first to spend an estimated $300,000 purchasing licensing rights to music from other artists to create the historic album (Cross, 2023; Needham, 2017; Tingen, 2005). Since then, even stricter laws on licensing music samples have been implemented to protect the intellectual property of those in the music industry. It is now common practice to credit and compensate artists for sampling their work used in creating new audible art (Cross, 2023). The precedent is there. Industries can change their practices to include proper attribution and, when relevant, compensation.

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Freeing Crabs from the Bucket: Reaching Our Potential by Recognizing Others

Recently, prominent voices in the animal training community have suggested that crediting sources is unimportant because it is challenging to identify where the idea originates. The author hopes this commentary helps refute this perspective. As noted by Epstein (1996; 2014), new ideas are not randomly or spontaneously generated but partly develop from exposure to diverse stimuli. In the world of animal training, those stimuli often come from the sharing of information and examples from others. Building a community that regularly practices respect for the work that precedes our own can create a system that makes tracking the history of animal training easier. As discussed here, the animal training industry has many benefits from appropriately crediting ideas from others. It is also harmful when the practice is lost or nonexistent in the repertoire. It starts with simply being aware when information is not original to the content provider. Proper attribution can grow from awareness. Furthermore, there is a plethora of resources to help professionals provide appropriate attribution. As more animal trainers learn, teach, model, and hold each other accountable for proper attribution, it can become a standard practice in the industry.

A dreary perspective prevails in the stark metaphor of crabs in a bucket. However, envision a transformation where these crabs unite to construct a pyramid, standing tall on each other's backs. Through this collaborative effort, they elevate one another. Once liberated from the bucket's confines, they look back instead of abandoning their counterparts and extend a helping claw to pull others up. Within this network of mutual support, each crab achieves their goals and propels others toward success. The notion of being a crab in a bucket transcends its initial negativity; it emerges as a symbol of collective triumph and the potential for something truly extraordinary.



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Appendix

Resources to Source Licensed Photos/Videos

Unsplash
Canva
Flickr
Getty Images
iStock Photos
Adobe
Shutterstock

Resources to Facilitate Proper Attribution

Easy Bib
Purdue Online Writing Lab (Owl)
Google Scholar Citations
The Chicago School of Professional Psychology Online Writing and Learning Center's Interactive Guide to APA 7 style
Grammerly.com