



INSPIRING PROFESSIONAL GROWTH NAEYC PROFESSIONAL LEARNING INSTITUTE JUNE 4, 2019

OPENING REFLECTION: HIDING

“In any organization, most people are doing a second job no one is paying them for. In businesses large and small: in government agencies, schools, and hospitals; in for-profits and non-profits, and in any country in the world, most people are spending time and energy covering up their weaknesses, managing other people’s impressions of them, showing themselves to their best advantage, playing politics, hiding their inadequacies, hiding their uncertainties, hiding their limitations. Hiding.”

An Everyone Culture, p.1

“...When people are hiding their weaknesses they have less chance to overcome them, so you must continue to pay the cost of these limitations as well – everyday.”

An Everyone Culture, p.2

WHAT IS THIS POWERFUL QUOTE BRINGING UP FOR YOU AS A LEADER?

HOW IS IT LINKED TO SUPPORTING PROFESSIONAL GROWTH AND ACCOUNTABILITY?

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14 THOUGHTS ABOUT BUILDING A GREAT CULTURE

1. Great leaders build and drive great cultures. They know it's their number one priority. They can't delegate it. They must lead and be engaged in the process.
2. Culture is the reason why great organizations have sustained success. Culture drives expectations and beliefs. Expectations and beliefs drive behavior. Behavior drives habits. Habits create the future.
3. Culture beats strategy. Strategy is important but it is your culture that will determine whether your strategy is successful.
4. If you focus on the fruit of the tree (outcomes and numbers) and ignore the root (culture) your tree will die. But if you focus on and nourish the root you always have a great supply of fruit.
5. When building a team and organization you must shape your culture before it shapes you. A culture is forming whether you like it or not. The key is to identify what you want your culture and organization to stand for. Once you know the values and principles that you stand for, every decision is easy to make; including the people you recruit and hire.
6. A culture of greatness doesn't happen by accident. It happens when a leader expects greatness and each person in the organization builds it, lives it, values it, reinforces it and fights for it.
7. Culture is dynamic, not static. Everyone in your organization creates your culture by what they think, say and do each day. Culture is lead from the top down but it comes to life from the bottom up.
8. Your culture is not just your tradition. It is the people in your building who carry it on. –Brad Stevens, Head Coach, Boston Celtics
9. When leading a new team or organization, it will take longer to build a new culture if you allow negative people from the previous culture to contaminate the process.
10. When you build a strong, positive culture most of the energy vampires will leave by themselves because they don't fit in. But you may have to let a few energy vampires off the bus.
11. Creating a culture where people are afraid to fail leads to failure. Allowing people to fail and learn from failure ultimately leads to success.
12. Change is a part of every culture and organization. Embracing change and innovating will ensure that your organization thrives.
13. Progress is important but when innovating and driving change make sure you honor your tradition, purpose and culture. This generates power from your past to create your future.
14. Culture is like a tree. It takes years to cultivate and grow and yet it can be chopped down in a minute. Protect your culture.



QUESTIONS FOR REFRAMING DIFFICULT CONVERSATIONS

1. What strengths does this situation/person have, and what is good about it/him or her?
2. What do I like about the situation/person?
3. What do I stand to learn or gain from this?
4. In what ways will my life be better after having worked through this?
5. Who do I know who deals well with these types of situations, and what can I learn from him or her?
6. When was a time in the past when I dealt successfully with a similar situation, and what can I apply from that?
7. What are my greatest strengths, and how can I use them to help me in this situation?
8. What are two good things that could possibly come out of this?
9. How does this situation make me appreciate other people in my life even more?
10. How will the learning from this situation spill over into other areas of my life?

Adapted from: *The Joy of Appreciative Living* by Jacqueline Kelm

Assessing Your Work as a Team

Directions: Circle the number that best reflects how true each of the stated descriptions is for your team

	Strongly Disagree				Strongly Agree
1. We engage in open and honest communication.	1	2	3	4	5
2. Everyone has a chance to participate in decision making.	1	2	3	4	5
3. We all feel comfortable expressing our thoughts and ideas during team meetings.	1	2	3	4	5
4. We listen actively to one another and try not to interrupt.	1	2	3	4	5
5. We cooperate to get things done.	1	2	3	4	5
6. We all follow through on the commitments we make.	1	2	3	4	5
7. We continually clarify everyone's team responsibilities.	1	2	3	4	5
8. Conflicts are dealt with constructively, respecting differing points of view.	1	2	3	4	5
9. We seek and give feedback to each other.	1	2	3	4	5
10. We regularly reflect on and evaluate the progress we are making towards achieving our goals for children and families	1	2	3	4	5

Source: *Adapted from Leading Adult Learning: Supporting Adult Development in Our Schools* by Eleanor Drago-Severson. p. 98



PROFESSIONAL GROWTH ACTION PLAN

Name: _____ Date: _____

Professional Challenge You Are Facing:

Specific Goal to Address this Challenge:

New Strategies to Try:

Three Action Steps to Support Goal Achievement:

1. _____ 2. _____

_____ 3. _____



INSPIRING PROFESSIONAL GROWTH - RESOURCES

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