

Relationships – the key ingredient for child success

The way that we treat each other as adults (professional to professional) has an impact on our work environment and on the way children build relationships. Below are some ideas based on Search Institute’s Developmental Relationships Framework for building meaningful relationships with professionals.

	Adults/Professionals	Administrators
<p>Express Care – Show me that I matter to you.</p>	<p>Take time to greet the people that you work with every day.</p> <p>Spend time with different people regularly not just the same people all the time.</p> <p>Show empathy and patience when someone at work is struggling. Reassure and keep confidence.</p> <p>Follow up when you know someone is struggling.</p> <p>Pay attention when someone is speaking. Put away your cell.</p> <p>Make time for fun.</p> <p>Do what you say you will do.</p>	<p>Everything in the left column plus ...</p> <p>The way than an administrator builds relationships sets the benchmark for everyone else.</p> <p>Go on breaks and for lunch with staff.</p> <p>Ensure a staff room that is clean, comfortable and stress-free.</p> <p>Offer food and refreshments at staff meetings.</p> <p>Be a safe place to land when staff is struggling and help to problem-solve creatively.</p> <p>Sit beside parents not across a desk.</p>

	<p>Give positive feedback regularly, verbally and by email. Focus on strengths, relationships and problem-resolution.</p>	<p>Facilitate fun activities where staff can get to know each other better.</p>
<p>Challenge Growth – Push me to keep getting better.</p>	<p>Invite a new professional to facilitate an activity with you.</p> <p>Look for ways to work with different people.</p> <p>Be a critical friend to professionals who are in crisis.</p> <p>Share interesting information with everyone.</p> <p>Look for professional development opportunities and invite others to go with you.</p> <p>Ask someone for constructive feedback.</p>	<p>Offer staff professional development to build relationship skills like listening, communication and empathy.</p> <p>Give interesting opportunities fairly.</p> <p>Invite staff to facilitate staff meetings or professional development based on their passions.</p> <p>Ask staff to do short presentations about their culture, a hobby, a favourite book.</p> <p>Emphasize doing your best, hard work and commitment over making mistakes. Reward for risk-taking.</p> <p>Offer an anonymous survey related to how you can be a better manager.</p>
<p>Provide Support – Help me complete tasks and achieve</p>	<p>Share ideas, efficiencies, equipment and resources with</p>	<p>Learn about staff career and personal goals and facilitate</p>

<p>goals.</p>	<p>each other.</p> <p>Provide mentorship opportunities.</p> <p>Offer help when someone seems stressed out.</p> <p>When your work is done, offer to help someone else.</p> <p>Show special attention to new employees. Look for ways to help them orient and belong.</p>	<p>opportunities to achieve them.</p> <p>Jump into the job when staff is struggling.</p> <p>Role models ways that we can help each other.</p> <p>Be a critical friend to staff when dealing with difficult clients or parents.</p> <p>Offer professional development sessions on time management, stress reduction, mindfulness, etc.</p>
<p>Share Power – Treat me with respect and give me a say.</p>	<p>Do things to dismantle informal hierarchy between professionals (senior employees and new hires) and other adult workers in the building (professionals and office staff).</p> <p>Ask for help.</p> <p>Offer choices to people.</p> <p>Learn from each other.</p> <p>Include everyone in decision-making.</p>	<p>Share data for your organization with all staff and enlist them in strategic work planning.</p> <p>Include all involved parties in problem-solving.</p> <p>Delegate as often as possible.</p> <p>Admit when you need help or have made a mistake.</p> <p>Give staff many opportunities to voice ideas, concerns to you.</p>

	<p>Ask each other for input on new projects, activities, work demands.</p>	
<p>Expand Possibilities – Connect me with people and places that broaden my horizons.</p>	<p>Find ways to network and build new relationships.</p> <p>Introduce and make connections between people with similar interests.</p> <p>Share information with each other that relates to interests, passions and pursuits.</p> <p>Discuss different places in the community that people can go.</p> <p>Go together to unique professional development opportunities.</p> <p>Support people to try new things.</p>	<p>Provide opportunities for staff to have input in budgeting.</p> <p>Ask staff to attend a meeting on your behalf.</p> <p>Look for opportunities for staff that connect to their future goals.</p> <p>Be intentional about staff mentoring.</p> <p>Encourage outside the box thinking when staff is connecting to community.</p> <p>Look for professional development opportunities that stretch thinking.</p> <p>Invite speakers regularly to staff meetings.</p>

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