

# Professionalism

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# Obstacles and establishing professional standards:

- Financial
  - Education
  - Stress – Hot buttons
  - Experience
  - Presentation of ourselves
  - Social Media
  - Cell phones
  - Health
  - Hard to find good staff
  - Kids keep getting harder
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- What professional challenge do you face?

# Professionalism requires us:

- To be “bigger” even when we feel cranky (smaller or petty)
- Keep your eye on the prize: quality care regardless.
- Be the adult: put ourselves in the other person’s shoes (that takes self reflection)

# To be a professional

1. What is your definition of professionalism?
2. Are we a profession or babysitters? What makes the difference?
3. Does professionalism matter?
4. Have you ever asked a parent what would make us seem the most professional? What do you think they would say?

# NAEYC Code of Ethics

- Appreciate childhood as a unique and valuable stage of the human life cycle
- Base our work on knowledge of how children develop and learn
- Appreciate and support the bond between the child and family
- Recognize that children are best understood and supported in the context of family, culture,\* community, and society
- Respect the dignity, worth, and uniqueness of each individual (child, family member, and colleague)
- Respect diversity in children, families, and colleagues
- Recognize that children and adults achieve their full potential in the context of relationships that are based on trust and respect

# This principle has precedence over all others in this Code

- Above all, we shall not harm children. We shall not participate in practices that are emotionally damaging, physically harmful, disrespectful, degrading, dangerous, exploitative, or intimidating to children.

List 5 attributes of one of these professionals in visual, interactive, expectations, cognitive

- *Doctor*
- *Lawyer*
- *Professor*
- *Plumber*
- *Architect*
- *Artist*
- *Librarian*
- *Wait Staff*
- *President*

# Early Childhood Educator

- Visual
  - Interactive
  - Expectations
  - Cognitive
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- What are the stereotypes in early childhood education?



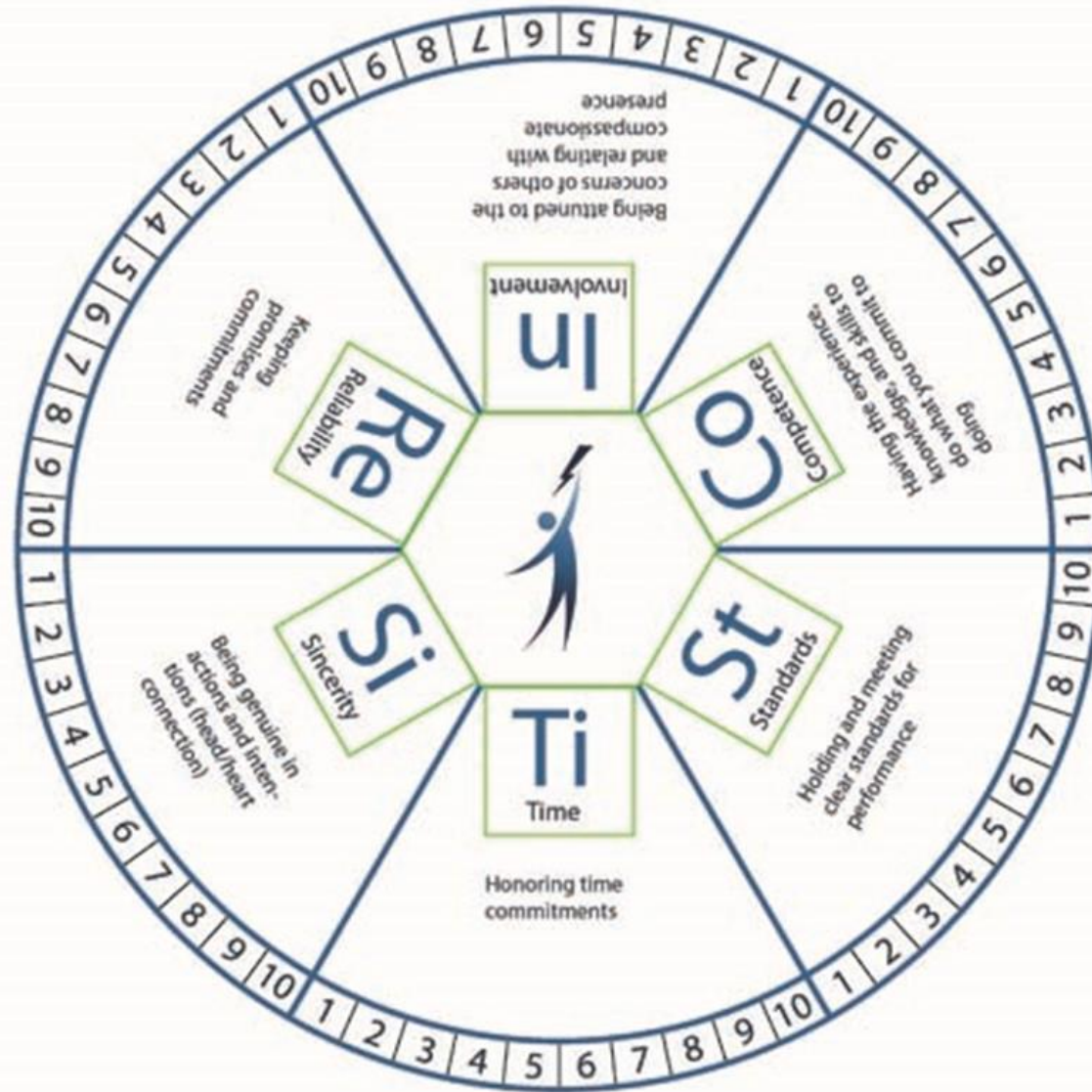
# Professional Relationships

- Parent meetings/conferences – divorce, extended family, trusting relationships
- Evaluations – concerns, academic success held in high regard
- Talking to parents about a diagnosis – confidentiality,
- Termination of child/family - confidentiality
- “We don’t see that at home”
- Babysitting for families at their home – does this crossover or enhance the relationship?

# A Simple Little Thing Called Trust

- How hard is trust to earn?
- How easy is it to break?
- It is trust that transforms people into a team. –Stephen Covey
- Trust is the glue of life. It is the most essential ingredient in effective communication. -Stephen Covey
- Credibility and behavior are the 2 most important components to developing trust
  - Behavior is what we do and how we do it: “You can’t talk yourself out of a problem that you behaved yourself into.” –Stephen R. Covey
    - It is often easier to not say it or do it than have to take it back!
  - Credibility comes from 2 places: Character and Competence
    - Character is who we are
    - Competence is what we can do

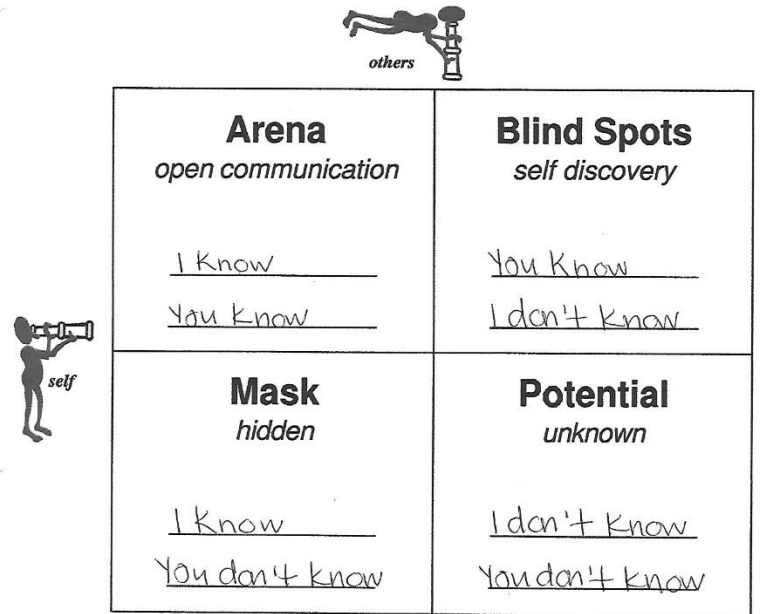
# Trust Wheel Honoring Character and Competence



# Self-reflect and know yourself

## The Trust Model

Adapted from the Johari Window



**Notes:**

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# What do we see, hear and DO?

- Families that always show up 5 minutes late...
- Your co-teacher is ALWAYS late...
- A co-worker who talks about her weekend trip to the bar...
- A parent who asks that their child not rest at nap time...
- A family who wants their child to be clean and tidy upon pick up...
- A staff member who wears sweatpants everyday and a tight tank top...
- A teacher is friends with a family outside of the center and special attention and favors are being talked about...
- The toddler classroom teachers are very tight to the extent of leaving others out...
- The rumor/gossip mill is out of control where you never want to be the first to leave a conversation...
- There is a wage freeze. Do you continue to work your hardest?...

# Closure

WATCH YOUR THOUGHTS; THEY BECOME WORDS.

WATCH YOUR WORDS; THEY BECOME ACTIONS.

WATCH YOUR ACTIONS; THEY BECOME HABITS.

WATCH YOUR HABITS; THEY BECOME CHARACTER.

WATCH YOUR CHARACTER; IT BECOMES YOUR DESTINY.