

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.

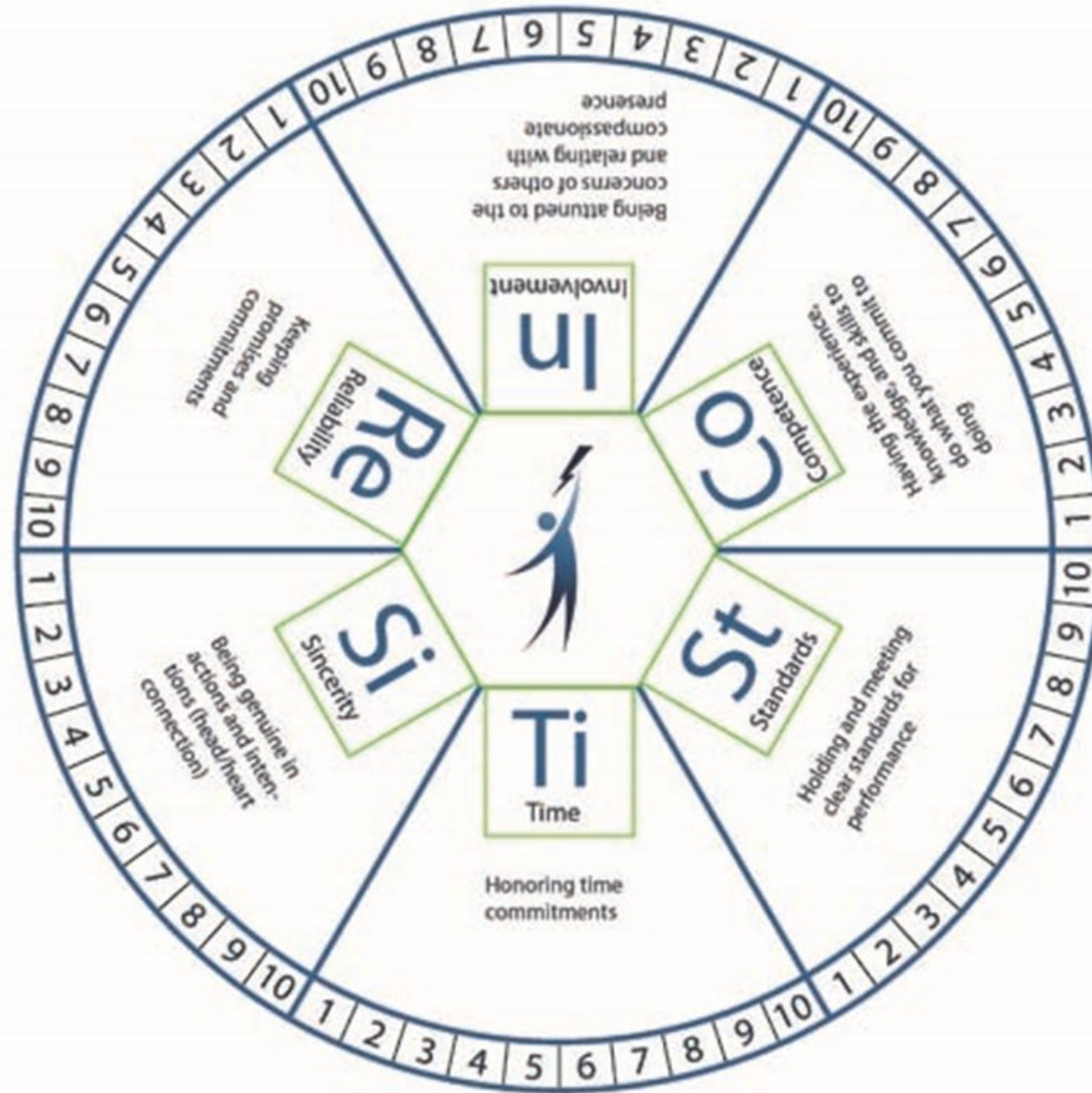
Professional Relationships

- 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

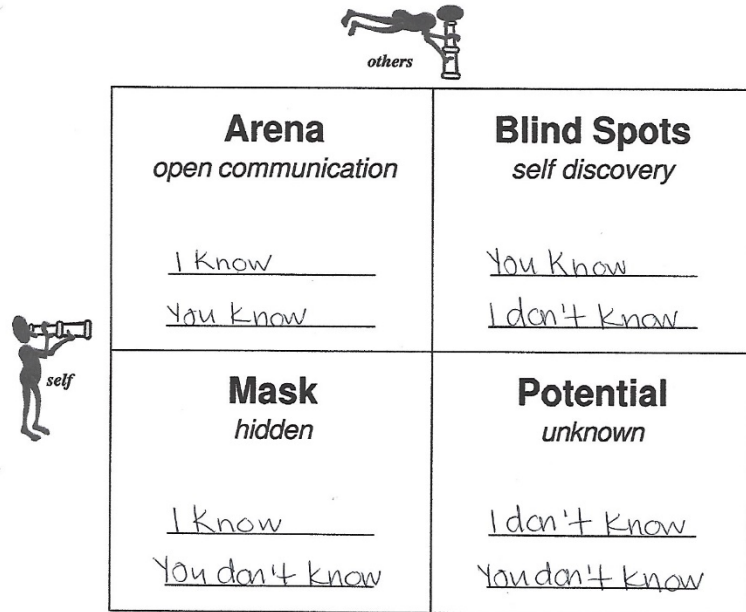
Trust Wheel Honoring Character and Competence



Self-reflect and know yourself

The Trust Model

Adapted from the Johari Window



Notes:

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.