

CORE COMPETENCY NEWSLETTER

July 2014

Self-Development



~**“THINK BIG, DREAM BIG, SUCCEED BIG.”**

Self-Development involves proactively taking actions to improve personal capability. It also involves being willing to assess one's level of development relative to one's current job, or as part of a focused career path.

Success requires that everyone is able to stretch within and beyond the boundaries of their job, taking on challenges, updating skills, and learning new approaches.

“Part of abandoning the all-or-nothing mentality is allowing yourself room for setbacks. We are bound to have lapses on the road to success, but it is critical we learn how to handle small failures positively so we can minimize their long-term destructive effects. One setback is one setback, it is not the end of the world, nor is it the end of your journey toward a better you.”

~Jillian Michaels

Growing Up, Not Growing Old

To know me is to know I like things. I like well fitted blazers, and dark denim skinny jeans. I like to match my shoes, to my belt, to my watch, to my sunglasses. And on the topic of shoes, the pointier the toe the better. I look forward to the colder months because it means I get to wear my winter coats and scarves, and yes there are a lot of them. But within the past twelve months, I have experienced one of life's big achievements that has caused me to grow up a bit. I bought a house, and finally moved out of the comfort and safety of mom and dad's nest. Being a proud homeowner is invariably accompanied with being a proud mortgage owner, and all the responsibilities and never ending bills that come along with it.

I bring this up because while I've occasionally been referred to as a little kid in a big person's body, having to eventually grow up inevitably catches up with all of us. Growing up though doesn't necessarily have to be painted so negatively. Growing up can simply mean having a better understanding of who you are. It can mean improving yourself, becoming a little wiser of the world around you, and being the best possible person you can be.

So how do we develop our sense of self?

Personally, maybe you've always wanted to learn photography, or how to cook authentic Italian meals. Perhaps you like Salsa dancing, but can't distinguish your two left feet from two cinder blocks. Maybe it's time to change your workout routine, and try something a little more sweat and retch inducing. Whatever it is, self growth can be as easy as registering for a class, or simpler, by watching a YouTube video and learning how to do something you've always wanted to try.

Professionally, it can be achieved by requesting your coordinator to do a CAQ with you. You can take yourself out of your comfort zone and apply for different positions that may be available. If you're in a group home setting, maybe try a day program. Your ambitions are greater, write a monthly newsletter, or consider becoming a supervisor or strive for something higher than that. There are an array of courses and workshops offered that can aid in your maturation as a Direct Support Professional.

When opportunity meets performers who take responsibility for their learning, and strive to update their skills and abilities, success will easily be measured by the growth and development one achieves.

~Jonah.

COMPETENCY ASSESSMENT QUESTIONNAIRE

The following is a **Competency Assessment Questionnaire (CAQ) for Collaboration**. Your role is to fill out the CAQ, giving an example from your experiences for each level. Please use to the Core Competency dictionary as a reference.

Give detailed examples for each level, as the winner with the most fitting descriptions will be chosen for a prize.

Not only do you have a chance to win and be featured in next month's newsletter, but your examples could be used during upcoming Core Competency training sessions.

Collaboration

Collaboration is about communicating with others both within one's team as well as with individuals, agencies, and organizations outside one's immediate work area or span of control to create alignment within and across groups. It is not only encouraging, but expecting collaborative efforts and information sharing across agency and organizational lines toward shared outcomes.

- | | |
|--------------------------|--|
| <input type="checkbox"/> | 1. Collaborates and Does Own Share of Work: |
| <input type="checkbox"/> | 2. Values Others and Solicits Input: |
| <input type="checkbox"/> | 3. Encourages Others: |
| <input type="checkbox"/> | 4. Works to Build Team Commitment and Spirit: |

*If you like learning about yourself, and receiving cool prizes all at the same time, then submit your completed activity to Debb Young at Admin by July 15th, 2014,

YOUR JUNE ACTIVITY WINNER

Lori Ziegler



Congratulations Lori Ziegler, supervisor of the Mount Forest Day Program, and Melissa Crescent group home. Lori successfully completed last month's Interpersonal Relations and Respect word association. Interpersonal relations must come naturally, because according to her colleagues, Lori is a great team player and well respected by her peers and team.

She also loves a good joke, so in honour of this month's winner: Someone once asked me what I think of one nightstands. My response, 'Personally, I think two night stands balance our a bedroom much better!'

Honourable mentions to all those that have participated in previous newsletter activities. I encourage not only Direct Support Professionals, but as Lori demonstrated, Direct Support Supervisors to take part as well.

YOUR CORE COMPETENCY TEAM

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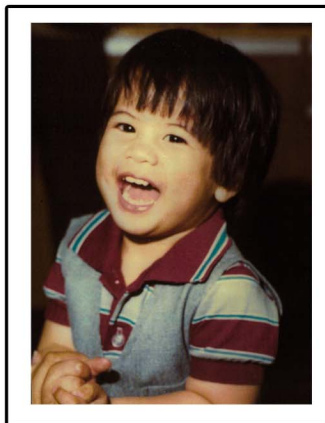
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Jonah Lunod

We all grow up at some point or another, but remember to occasionally keep in touch with that kid inside. From time to time see the world through the eyes of a child and be amazed, and awed, and inspired by all that's out there.