

CORE COMPETENCY NEWSLETTER

Developing Others



Developing Others is not limited to formal positions of authority. What it does involve is a genuine intent and passion to foster long term learning and development in others.

Growth through encouragement, managing performance, and coaching, will foster and secure the long term success of individuals and the organization as a whole.

Effective people development is essential for developing a qualified workforce in our profession.

This competency is focused on both the short and long term learning and development of others. While critical to all managers, anyone can demonstrate these characteristics by taking on a leadership role.

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

~Jack Welch

November 2014

FROM THE PERSPECTIVE OF A DIRECT SUPPORT SUPERVISOR

Developing Others is a management competency. For Direct Support Professionals, this falls under the Fostering Independence in Others competency. And while Self Development is representative for Clinical Specialists, we are all responsible to develop to our fullest potential.

Developing Others is a competency that happens on a day to day basis, when we know each other's skills, abilities, and the areas where we each need more development. The key component to Developing Others is to always be positive and genuine. We need to work together and have a rapport to get the job done and to ultimately provide the best quality of care to the people we support.

One of the ways to Develop Others, as well as ourselves, is to encourage the completion of a Competency Assessment Questionnaire, CAQ, either with our employees, or as Direct Support Supervisors with our manager. This is a great tool that can be completed and revisited on a yearly basis. Keep track of the work you have done each year, and you will be amazed with how much you have accomplished. Have an open mind about the feedback you receive, and establish goals in the areas where you want to develop.

Get the popcorn ready and watch the movie *Dangerous Minds* to put things into perspective. Try to find five examples where Michelle Pfeiffer demonstrates the Developing Others competency with her students. I read this in the Development Resource Guide that shows many examples on how to develop in all the Core Competencies.

Another activity in the Development Resource Guide is to keep track of positive and negative comments you receive over a two week period. After two weeks, decide which negative comments were necessary, and attempt to revise the words to reflect a positive tone with good intention. Although a difficult challenge, it is still a worthwhile way to become more positive and still have honest conversations.

I strongly encourage all to complete a CAQ, and check out the Development Resource Guide to help with Developing Others and for your own self development.

~Lori Z.

CORE COMPETENCY SECRET MESSAGE

Unscramble each of the following words. Copy the letters with the numbered boxes from the word jumble, to the corresponding boxes to unlock this month's Core Competency secret message.

Have Fun!

KILSLS

S L S
3

SETNSMSASE

S S M N
1 16

LAIETSBI

B L T
21 2

TINOELAPT

P E T L
4

TOPMERO

P M T
6 14 17

SUENISCOSC LANNIGPN

S C S I
7 27 20 26

P N I G

NAGRINIT

A N G
11

NENMARGOIT

T R N
10

NIGTAEHC

E C G
24 25 12

RUNTOPSETPIOI

O P T N I
18 15 8 13

POGRIMNEWE

M E R N
9 22 23

NARASESCERU

R A S N
5 19

1 2 3

y
4 5 6

S V
7 8 9 10 11 12 13 14 15

16 17

D
18

19

Q
20 21

22 23 24 25

y
26 27

*Submit your completed activity, with correct secret message to Debb Young at Admin by November 18th, 2014. All completed and correct activities will be entered into a draw for a fabulous prize and glowing write-up in next month's newsletter.

YOUR OCTOBER ACTIVITY WINNERS



Deb Hotson & Rose Spahr

Way to go Deb and Rose on completing last month's Holding People Accountable activity, and being October's winners. These lovely ladies held each other accountable to complete the word scramble and word search, which lead to their activity sheet being drawn. Your gifts are on their way!

Rose and Deb work together at Jeremy Crescent in Mount Forest, everyday providing quality service to the people they support. According to their height, Rose is able to reach the top shelves, while Deb keeps on the level.

Thank you for the work you both do, and for participating in our Core Competency activity!

YOUR CORE COMPETENCY TEAM

Brenda	brandell@clgw.ca	Laura	lhlanley@clgw.ca
Debb	dyoung@clgw.ca	Linda	lclyssy@clgw.ca
Hailey	hlang@clgw.ca	Lori	lmorrison@clgw.ca
Jennifer	jmcglen@clgw.ca	Lori	lziegler@clgw.ca
Joanne	jsmithers@clgw.ca	Jonah	jlunod@clgw.ca



Lori Ziegler

Special thank you to Lori Z. for penning the editorial section of this month's newsletter.

Jonah Lunod

Did you know if your pet needs an adjustment, it can be brought to a special kind of chiropractor?... They're called Animal Crackers!

