

CORE COMPETENCY NEWSLETTER

March 2013

FOSTERING INDEPENDENCE IN OTHERS



Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime.

~ Chinese Proverb

“Fostering Independence in others is about enabling others to be self-sufficient and to nurture self-determination.” From the time we are very young, our Parents, Siblings, Teachers, and Peers, help us to become independent so that we can think and do things on our own. It also means that we let others

be as independent as they can be, and not do everything for them. In our role as Direct Support Professional, we teach, instruct and support others to complete tasks on their own. This Chinese Proverb sums it up how to fully empower others to become independent.

My monthly words of wisdom

Sometimes it hard to let go but as direct support workers it's part of our job. We encourage the people we support to be as self sufficient as possible and in turn we help them to see their potential. It's truly a rewarding feeling.

May the luck of the Irish be with you as you work on this month's puzzle. This activity comes courtesy of Joanne, she tells me that it's super easy, you guys be the judge. Can't wait to see all the submissions.

Happy St. Patrick's Day and Easter to those who celebrate!

Christa

YOUR CORE COMPETENCY TEAM

Christa cPecore@clgw.ca

Sherry sMoore@clgw.ca

Debb dYoung@clgw.ca

Tracy tSabean@clgw.ca

Joanne jSmithers@clgw.ca

Linda lClyssy@clgw.ca

Sandy sMorrow@clgw.ca

Lori lZiegler@clgw.ca

Melanie mDarke@clgw.ca

Jennifer jMcglen@clgw.ca



CONTEST WINNERS

These lovely ladies were the winners for last months contest. The prize was an hour of snow shoveling donated by Sherry Moore from the SIL program in Fergus. These ladies really show their "*initiative*" every day at their workplaces... Congratulations and best of luck to everyone in this months activity!



Meet Janice, she works in the payroll department... Upon hearing about her win she was speechless but excited for her chocolates (due to living out of town she opted for a different prize).

Jenn was really excited to win this months contest and rightfully so with all the white stuff that we got this past month!



SNOW
DAY

Fostering independence in others

Fostering Independence in Others is about enabling others to be self-sufficient and to nurture self-determination. It is also the sharing of responsibility with individuals and groups so that they have a deep sense of commitment and ownership.

<i>This Means...</i>	<i>This Doesn't Mean...</i>
<ul style="list-style-type: none">▪ making positive comments regarding individuals, employees and families' current and expected abilities and potential	<ul style="list-style-type: none">▪ giving only negative feedback and/or criticizing personal traits
<ul style="list-style-type: none">▪ providing practical support to instruct, guide and support others in a helpful manner	<ul style="list-style-type: none">▪ relying on others to "figure things out" themselves.
<ul style="list-style-type: none">▪ making the time to establish clear communication and expectations of those individuals you work with and serve	<ul style="list-style-type: none">▪ thinking that everyone will automatically understand what you mean and what is expected of them
<ul style="list-style-type: none">▪ letting others make mistakes in a non critical setting; trusting their judgement skills and abilities while showing respect for their intelligence	<ul style="list-style-type: none">▪ controlling everything; second guessing everyone
<ul style="list-style-type: none">▪ assigning appropriate work experiences and training to front-line workers to establish a learning environment that promotes empowerment in others.	<ul style="list-style-type: none">▪ assigning the same tasks to the same people all the time and giving front-line workers solutions to problems before they have had the opportunity to solve them
<ul style="list-style-type: none">▪ coaching others within the agency on the principles behind effective delegation	<ul style="list-style-type: none">▪ assuming colleagues know how to delegate and when delegation is and is not effective.



