Supporting Educators in the Age of Covid

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Individualization | Communication | Activator | Positivity | Woo
The Needs of Followers

- TRUST
- COMPASSION
- STABILITY
- HOPE
“What will happen when we think about what is right with people rather than fixating on what is wrong with them?”

Donald O. Clifton, Father of Strengths Psychology and Inventor of CliftonStrengths

(1924-2003)
HOPE

is both a noun and a verb
“Hope comes into its own when crisis looms, opening us to new creative possibilities.”

— BARBARA FREDRICKSON
“[Hope is] the belief that the future will be better than the present, along with the belief that you have the power to make it so.”

— SHANE LOPEZ
What Do We Mean by “Hope?”

Hope happens when you have ideas and energy to achieve future goals.

- **GOALS**
  - Hope is built from the goals that matter most to us – the ones we come back to time and time again.
  - What are our desires and wishes for the future? Do we make these specific and meaningful?

- **AGENCY**
  - We take responsibility for moving towards our goals.
  - How do we get from here to there? How do each of us contribute to the strategy?

- **PATHWAYS**
  - We identify multiple routes to our goals.
  - How do we engage and motivate our humans (with all of their unique pathways) to carry us forward? How do we keep equipping (and valuing) their problem-solving potential?
Goals/Re-Goaling

- Circumstances have changed.
- Accept the change.
- Re-evaluate what is possible now.
Energy

- Have frequent check-ins.

- Seek to understand what is challenging them in the moment.

- “Preserve and recruit” extra agency ....who are the most hopeful among us? How do we multiply that?
Ideas

✓ Discuss how work is being done in this new environment and how they are still making a difference for students/staff/families.

✓ What are the micro-moments of joy that are happening all around you? Share yours. Ask about that with others.

✓ How is each employee contributing in a valuable way? Do they know we know that? What has stayed the same to emphasize about this mission-driven work?
HOPE: Do we have a direction and a future I can be inspired about?
Inspire Others

Encourage others using positivity, foresight, confidence, questioning and recognition.
Hearing a team member tell you that they appreciate and value one of your strengths is energizing and inspiring.
Write a note or a text right now to someone you know in your school or on your team…

Describe the behavior, attitude, or moment you could multiply and why you are grateful….
The trick is not to *provide* hope.

You must *create* hope through meaningful conversations.
Ask Questions That Build a Hopeful Future

- What gives you hope right now?
- What are you unsure about in the future regarding work, and how could I help you feel more confident about it?
- What would you like to do more of that would play to your strengths?
- How does your work connect to the mission or purpose of our organization?
“Humans are made for collaborating”

we like music......we eat.......we laugh...
What is something that always works with your staff to keep them hopeful and inspired?
Be prepared to share....

One thing you are grateful for.....

One thing you are doing better than before.....

A person or event that keeps you inspired....
Further Information


QUESTIONS & ANSWERS
CliftonStrengths® Measures the Presence of Talent in 34 Themes
Themes are a starting point for naming your talents and talking about them with others.

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