

Principles of Partnership- Are you treating people the way you want to be treated?

Examples of questions for staff to ask themselves when implementing the Principles of Partnership into their daily work

For Supervisors/Managers

1. Everyone desires respect	<ul style="list-style-type: none"> • How do you want to be treated? • Do you give positive feedback? • Do you hold staff who are not performing accountable? 	<ul style="list-style-type: none"> • Are you approachable to your staff? • Do you communicate openly and honestly? • Do you show that you trust your worker's assessment skills?
2. Everyone needs to be heard	<ul style="list-style-type: none"> • Do you acknowledge the job is stressful and do staff feel safe to vent? • Are you listening empathically? 	<ul style="list-style-type: none"> • Do your staff feel understood? • Have you created a learning environment?
3. Everyone has strengths	<ul style="list-style-type: none"> • Do you know your strengths? • Do you know and acknowledge your staff's strengths? 	<ul style="list-style-type: none"> • Are you helping your staff maximize their strengths?
4. Judgments can wait	<ul style="list-style-type: none"> • Do you gather information from different lenses? • Are you acknowledging your biases? 	<ul style="list-style-type: none"> • Do you believe people can change? • Are you being cautious and aware of assumptions?
5. Partners share power	<ul style="list-style-type: none"> • How can you share power? • Do your staff feel comfortable sharing their opinions? • Are you sharing important information in a timely manner? 	<ul style="list-style-type: none"> • Are you exhibiting flexibility? • Are you focusing on solutions rather than problems? • Are you ensuring that your staff are soliciting and incorporating provider and family feedback in planning for children and families?
6. Partnership is a process	<ul style="list-style-type: none"> • Are you consistently evaluating your implementation of the principles of partnership? • Are you asking your staff for feedback on how you are implementing the principles of partnership? 	<ul style="list-style-type: none"> • Can you see progress in how you are implementing the principles of partnership?

Principles of Partnership- Are you treating people the way you want to be treated?

Examples of questions for staff to ask themselves when implementing the Principles of Partnership into their daily work

For Workers/Staff

1. Everyone desires respect	<ul style="list-style-type: none"> • Are you listening? • Are you respectful of your families? • Are you responding to families' questions timely? 	<ul style="list-style-type: none"> • Are you giving honest answers? • Do you talk to your co-workers in a respectful manner? • Are you giving positive feedback?
2. Everyone needs to be heard	<ul style="list-style-type: none"> • Are you listening empathically? • Do you acknowledge your families' stressors? • Do your families feel understood? 	<ul style="list-style-type: none"> • Are you asking the right questions for the best assessment? • Are you using family -friendly language?
3. Everyone has strengths	<ul style="list-style-type: none"> • Do you know your strengths? • Do you know and acknowledge your families' strengths? 	<ul style="list-style-type: none"> • Are you helping your families/adolescents maximize their strengths?
4. Judgments can wait	<ul style="list-style-type: none"> • Do you gather information from different lenses? • Are you acknowledging your biases? 	<ul style="list-style-type: none"> • Do you believe people can change? • Are you being cautious and aware of assumptions?
5. Partners share power	<ul style="list-style-type: none"> • Do you know how your families wish to be addressed? • Do your families feel safe enough to share their frustrations with you? • Are you sharing important information in a timely manner? 	<ul style="list-style-type: none"> • Are you exhibiting flexibility? • Are you developing case plans with families/adolescents and giving them a copy? • Are you working collaboratively as a team?
6. Partnership is a process	<ul style="list-style-type: none"> • Are you creating a sense of connectedness? • Are you willing to be wrong and apologize? 	<ul style="list-style-type: none"> • Are you using tools such as scaling questions, miracle question?