



Reflect on your own experiences with children, families, and colleagues. If you are an supervisor, administrator, or adult educator, how might you use these questions and activities to help other adults reflect on their experiences?

Examine the Environments

Administrators are responsible for maintaining the facility a program uses, but also for nurturing the social and emotional environments, which can be called the organizational culture and climate. Wise administrators periodically play the role of meteorologist, checking for storms that might be brewing with staff, children, and families in the program.

Try This!

Practice the role of meteorologist with the following activity. Download "**Ten Dimensions of Organizational Climate**" from the *Examine the Environments* Key in the Administration and Supervision competency.

Turn it into a playful assessment tool for your program by creating a large graph on chart paper that resembles page 2 of the document.

- Post the chart in your staff room, along with some colored adhesive dots or different colored markers.
- Ask each person to plot a rating for each of the dimensions of the organizational climate and then connect their dots with a single line.
- Take some time, on your own, or as a group, to assess whether your program's climate is sunny with no sign of clouds, partly cloudy, or stormy.
- Decide on changes you might make, or celebrations that are called for. Make a plan to get underway.

Record your reflections on this exercise. What did you learn?
