



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?

Seek Multiple Perspectives

As an administrator or supervisor, part of your job is to foster positive relationships among the staff, so that they can collaboratively engage in the teaching and learning process with children. This involves continually giving value to the different perspectives each brings to working within your program's philosophy and core values. Exploring your individual communication styles is a good place to start. Understanding similarities and differences in how you communicate can be a source of new insights and appreciation, rather than judgment.

Try This!

Review the photos in the *Consider Multiple Perspectives* Key of the Administration and Supervision competency.

At a staff meeting, make a list of communication styles of which you are aware. Keep the words neutral, such as creative, analytic, or indirect, rather than negative, such as attacking, manipulative, or defensive. Spend a few minutes coming to agreement on definitions or descriptions of each of the styles, so that you're all talking the same language.

Record the communication styles the group identified, along with their descriptions.

Recall the styles each staff member identified for him or herself. *Don't forget to include yourself.* What does this tell you about your staff?

What are some of the challenges you face in facilitating and helping staff negotiate the differences in style among themselves and with the families you serve?
