

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

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

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

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

Examples of questions for Workers/staff to ask themselves when implementing the Principles of Partnership in their daily work with co-workers, supervisors, families, adolescents, foster/kin families, community providers

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