

Personal Readiness: It's an Inside Job!

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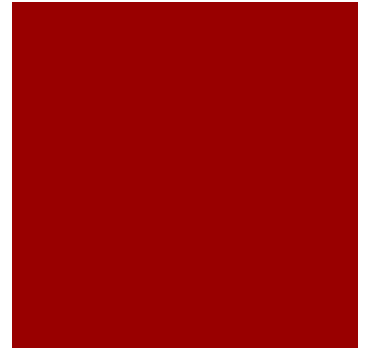
Today's Objectives



- Provide an overview of the CYFAR Core Competencies and how they can be used.
- Examine the attributes of personal readiness in terms of self and others.
- Acquire new insights into how we interact with others.
- Gather new resources for use in community programs to enhance outreach and teaching.



Who is in the audience?



What are Core Competencies?



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Home

Learn

Evaluate

Report

Share

2017 Event

CYFAR Core Competencies

Core Competency Self-Assessment

Professional Development Planning and Training Record

CYFAR Resources

Certificate of Completion

CYFAR CORE COMPETENCIES AND TRAINING RESOURCES

This section provides a set of tools and resources designed to help you, as a CYFAR front-line staff in identifying your training needs, and putting together your professional development plan to address those needs. Tools are provided to assist you, and your supervisor, develop a “training needs” plan and monitor progress toward completion of that plan. It is recommended that you complete the self-assessment and professional development plan on an annual basis.

A set of skills has been identified for each of the CYFAR core competencies. Professional development resources have been identified for each of these skill areas:

Click each box to learn more about skill areas.

Personal
Readiness

Engagement with
the Community

Program Design

Program
Implementation

Program
Evaluation

Personal Readiness



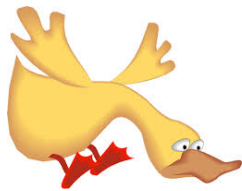
- Understand how my viewpoint may impact and bias my work
- Work with a variety of people including those of a different race, gender or ability
- Identify environmental factors that can impact a person's growth and development
- Identify factors in a person that can affect his/her growth and development
- Understand how the availability of resources (social, financial and political) can affect a person's access to community support services
- Identify the professional development opportunities and trainings that I need
- Maintain a high level of professionalism and ethics in my work
- Recognize the developmental milestones of the children and youth I serve
- Recognize the predictors of risk behaviors among the children and youth I serve



How the CYFAR Core Competencies can be used

- Professionally (hiring, evaluating, more)
- To understand self and others better
- To be more effective as a teacher/leader

Story TIME



...Once upon a time

...A school adopted a curriculum teaching running, climbing, swimming and flying.

- The **Duck** was excellent at swimming, but poor at running. The school made him drop swimming to work on running.
- The **Rabbit** was top of the class in running but had a nervous breakdown because of make-up work in swimming.
- The **Prairie Dog, Eagle** and **Eel** had problems too.
- The **Bear** was flunked because he was lazy in the winter.

The fish quit school because he was bored.



Failure..

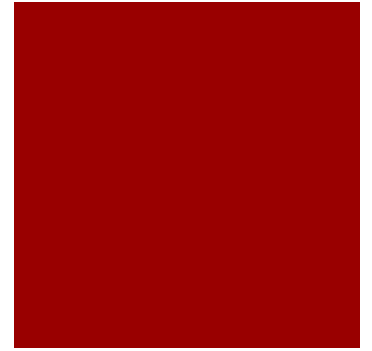
The Squirrel had to be retrained to start his flying from the ground up instead of treetop down.



The Eagle was labeled a troublemaker because he was a non-conformist.



What's the point of this story?



- Which animal can you relate to?
- Have you ever had one of these animals in your group?
- What is the point ?



Animal School Video

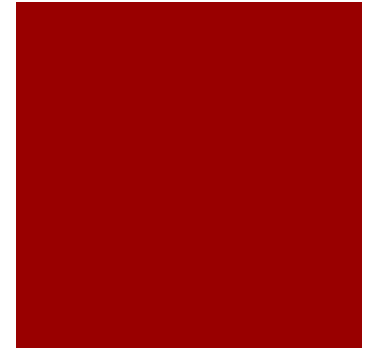
- The link is provided below to review at some point

- <https://www.youtube.com/watch?v=o8limRtHZPs>



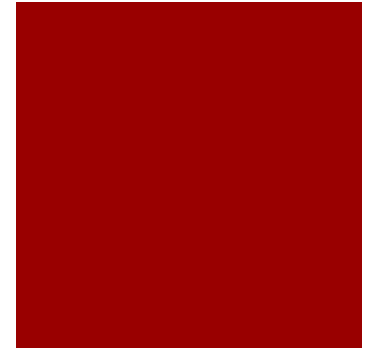
When have you observed bias?

- Type into the chat box



How do these assumptions influence our work?

- With our family?
- At work?
- Within the community?
- When you teach?



Bias Blind Spot

- Research article
 - Our views have been shaped by our own personal experience
 - Asymmetry exists between personal views/biases and others' views/biases
 - Bias "Blind Spot" measured by 8 specific biases with three separate studies

- Pronin, E., Lin, Y.D. & Ross, L. (2002). The Bias Blind Spot: Perceptions of Bias in Self Versus Others. *Society for Personality & Social Psychology, Inc.* 369-381/



Bias Blind Spot Findings

- (Even) knowing of particular (self) biases does not prevent one from succumbing to that bias.
 - This makes us think others are less objective than we are.
 - However, people MAY change their behavior to feel better about themselves. People generally want to feel good about themselves.
- **Consequences:** Misunderstanding, mistrust, conflict, pessimism toward others



What to do



- Continue to teach awareness and create discussion.
- Practice “attributional charity” - that is assuming that the other side is just as honest in representing their position.
- Engage a third party to help search for common ground.

Stories



- Parents of Juveniles - Goddard
- Central Prison - DeBord

Getting Our Hearts Right



- A University of Arkansas Extension curriculum
- Authors- James P. Marshall and H. Wallace Goddard



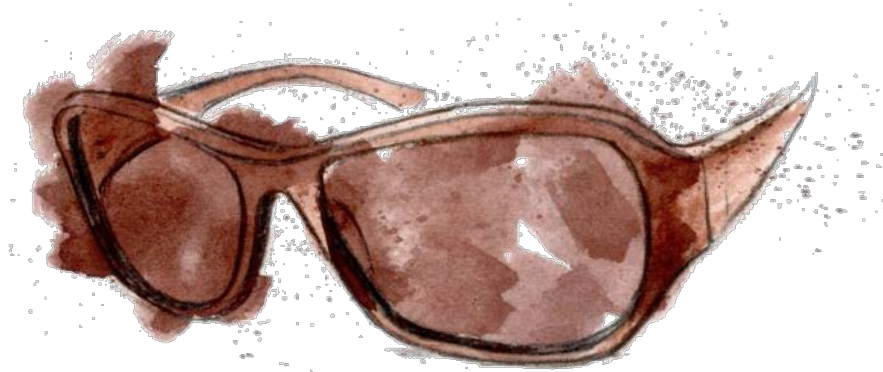
https://www.uaex.edu/health-living/personal-family-well-being/personal/hearts_right.pdf

Getting Our Hearts Right



*Conflict is a
universal human
problem.*

Getting Our Hearts Right



*Personal biases make it difficult
to evaluate conflicts fairly.*

Getting Our Hearts Right

Egocentrism

We focus on ourselves and our needs.

Naïve Realism

We tend to see bias and bad logic in other people but fail to see it in ourselves.

Fundamental Attribution Bias

We tend to excuse our mistakes and faults because of our circumstances while blaming others' misdeeds on their bad character.

Getting Our Hearts Right



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Anger

Narrows
and blinds us.

Confirmation Bias

We tend to accept only
information that supports
what we already believe.

Unreliable Memories

We regularly reshape our
memories to fit our objectives.

Negativity Bias

We tend to be overwhelmed
by bad things and forget
good things.

BIAS IN ACTION

You know, you
have faults too!

Yes. But they don't
bother me like yours do!



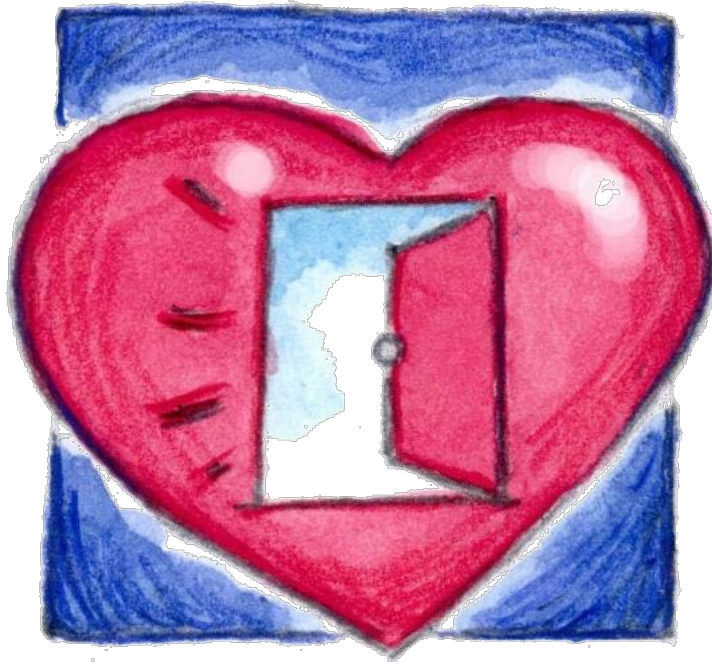
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*The soundtracks of our
lives.*

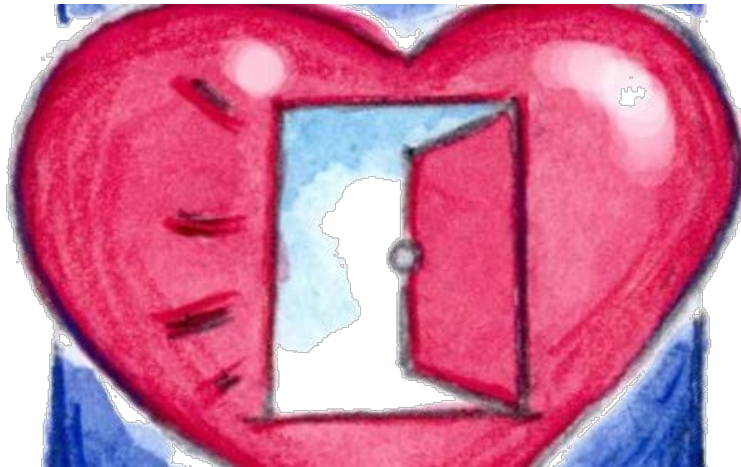
Getting Our Hearts Right



Key 1:
Humility opens our
hearts.

Getting Our Hearts Right

Science's two-part answer for activating humility:



1. Consider your biases.

2. Consider the weakness in your position.

Getting Our Hearts Right



Key 2:
Compassion
connects our
hearts.

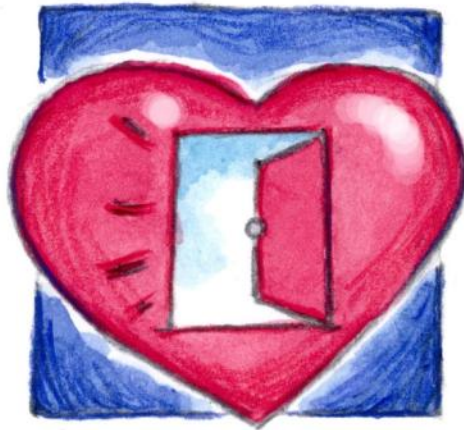
Getting Our Hearts Right



Key 3:
Positivity
inspires our
hearts.

Getting Our Hearts Right

*Conclusion:
Knowledge + Skills + Right Heart =
Better Relationships*





Getting Our Hearts Right: Three Keys to Better Relationships

www.uaex.edu/health-living/personal-family-well-being/personal/hearts_right.pdf

Building a Tool Kit from the Inside Out



- Gottman - Bids for Connection
 - <https://www.gottman.com/blog/turn-toward-instead-of-away/>
- Getting Our Hearts Right
 - <https://cyfar.org/resource/getting-our-hearts-right-three-keys-better-relationships>
 - http://www.uaex.edu/health-living/personal-family-well-being/personal/hearts_right.pdf
- Inside Job
 - <https://cyfar.org/resource/working-incarcerated-parents-and-their-children-its-inside-job>



Your *Inside Job* Tools

- Personal Awareness
- Self-talk
- Understanding myths and reality about people
- Checking sources (fake news, social media)
- Seeking opportunities to interact with a variety of people
- Language & Communication
 - Words
 - Places we meet, are comfortable
 - How we describe what we do
 - Verbal and non-verbal responses
- Building trust



Personal readiness: It's an inside job!



- Being an educator who is personally ready
- From the “Inside Out”
- Recognizing the ducks and eagles
- Recognizing the opportunities



Thanks for your Personal Readiness!

- A CYFAR resources page will be posted as a follow-up to this webinar
- All CYFAR Core Competencies are available at:
<https://cyfar.org/cyfar-core-competencies-and-training-resources>
- Revisit these to frame your programs and enhance your own professional development

