



### 12 Reasons People Love to Work For You

All of us have our shortcomings. However, we don't hire people because of their weaknesses. We hire them because we see some talent, some experience, or some trait which is a strength that we need.

"The well director doesn't work to make people love her, but makes people love to work for her."

I proposed this maxim in an article, "The Well Director," in the March 1987 issue of Exchange. Since then a number of people (two) have said, "Well, that sounds just peachy, but how do you make people love to work for you in real life?"

So I've been keeping my eye on the directors of centers where teacher turnover is low, trying to figure out what they are doing right. Based on these observations, here are 12 practices you can implement to motivate people to stay - 12 reasons people will love to work for you.

Here is a couple: **You believe in people from day one.**

With the shrinking supply of qualified teachers, there is a tendency to be pessimistic about the potential of the people we hire. This pessimism can result in a self-fulfilling prophecy: we don't expect high performance; so we don't make an effort to encourage high performance; and, in the end, we don't see high performance.

You can't manipulate people like puppets. They alone have the power to decide whether they will work hard. However, your attitude about a person can have a significant dampening or buoying impact on their self-confidence. When you believe a person has the potential to succeed, and when you believe that a person has a desire to succeed, your support can make a difference.

**You build on people's strengths.**

You will never find the perfect teacher, or cook, or bookkeeper, or bus driver (or spouse, for that matter). To help new employees succeed on the job, you need to focus only the reasons you hired them. Time devoted to building on people's strengths is time well invested. Time spent in dwelling on people's weaknesses is, more often than not, time wasted. To view all 12 reasons go to:  
[http://ccie.com/resources/view\\_article.php?article\\_id=5007705](http://ccie.com/resources/view_article.php?article_id=5007705)



### Splash Into Safety This Summer

Drowning is the second leading injury-related killer of kids ages 1 to 14, but these tragedies can be prevented.

Recent research by SAFE KIDS and Johnson & Johnson, examining 2000 and 2001 data from Child Death Review teams in 17 states, found that 88 percent of children who drowned were actually under the supervision of another person, usually a family member. Supervision was defined as being in the care of another individual, not necessarily in their direct line of sight.

While better quality supervision is critical, the study also found that many adults were not properly fencing pools, requiring use of personal flotation devices (PFDs) or teaching their children how to swim.

"We want kids to be active and enjoy swimming, but we want them to do it safely," says U.S. Surgeon General Dr. Richard Carmona, who joins SAFE KIDS in this important safety effort. "Drowning is a silent killer that can strike even older, more experienced child swimmers.

<http://www.preschoolerstoday.com/articles/toddler-safety/splash-into-safety-this-summer-3377/>

**Our Pledge:** The KY T/TA State Office pledges to provide timely, current, and interesting monthly newsletters for the Head Start and Early Head Start communities and others interested in the field. In keeping with our mission to be more "green," we will provide our easy to read newsletter via email. We would like to hear from you and encourage your suggestions for newsletter content. Contact the editor: **Joyce Roach**

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