# Participants & Professionals: The Ins of Connections

By Ray Trinidad

!Mpact People

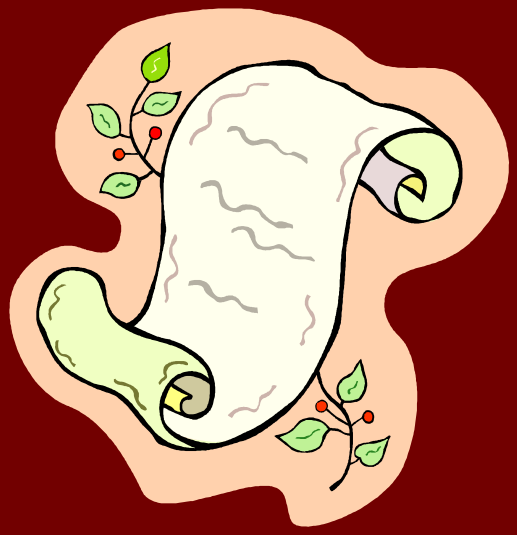
# Words of Wisdom

*"I long to accomplish a great and noble task, but it is my chief duty to accomplish humble tasks as though they are great and noble"*

***Helen Keller***

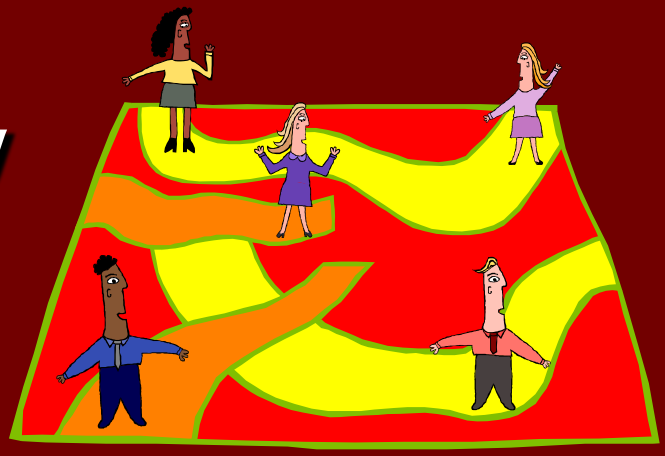
*"The most important single ingredient in the formula of success is knowing how to get along with people"*

***Theodore Roosevelt***



# Let's Make A Deal…

- *"Before I stand here and tell you what we think you should be doing…,*
- *…let's start off by letting you know where we're coming from and …,*
- *…make sure that we know where you want to go"*



# Our Profession

- Why did we choose to work here?
  - Share with Group
- Historically, what's the number one response
- For the most part, I believe our intentions are noble and honorable

***"I WANT TO MATTER"***

# Our Profession

- What is it like to work with young people?
- Gravity Rod
- What are the similarities between the exercise and our profession
- ***"You just never know"***

# What are some of the Misconceptions about our Job

1. Anyone can do our job
2. The more education and experience, the better the leader
3. We are not here to make friends
4. We need to be Tougher than the Toughest Kids
5. You must love the kids all of the time
6. We use magic methods, formulas and programs
7. It's ALL ABOUT SETTING HIGH EXPECTATIONS

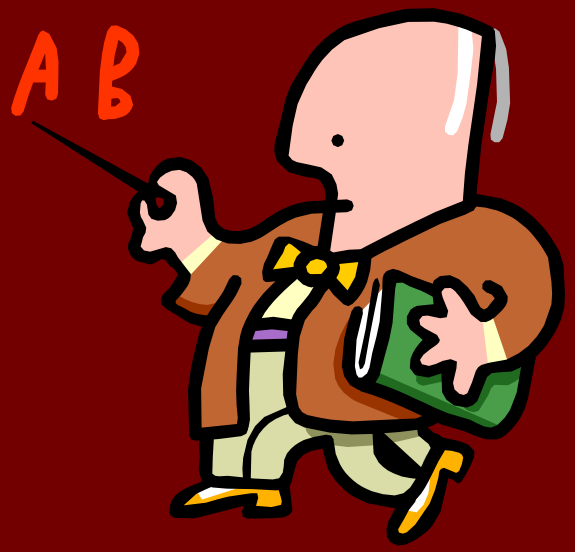
# Anyone Can Do Our Job

- ***"No Way!"*** – It takes both talent and determination
- Saying anyone can do our job damages children – it marginalizes kids
- Calls for mediocre standards

***"Instead, our job demands dedication and excellence"***

# *The More Education and Experience…*

- Don’t confuse education as knowledge
- Common Sense versus Education
- ***I have 10 years experience working with children…***
- Experience doesn’t always translate into excellence
- Passion, drive, production….*consistently*
- Personality traits do not fade away

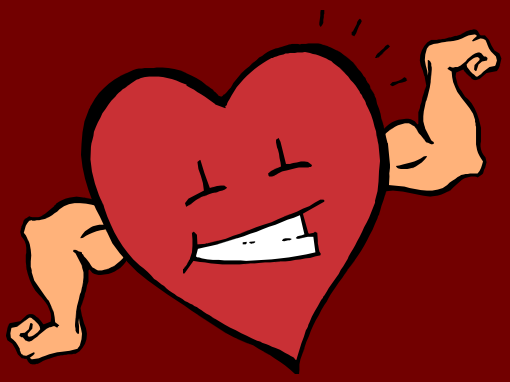


# We Are Not Here To Make Friends

- Maybe not Best Friends, but friendly
- There is Power in being liked
- It is ok to make innocent connections
- You can make positive relationships

# Tough Love

- Misconception that we are hardened disciplinarians
- We don’t need to be punitive for the kids to learn
- Kids are thirsty for caring adults – they want to know that they count
- We win over students by taking our time in developing our relationships and being positive



# We Love the Kids All The Time

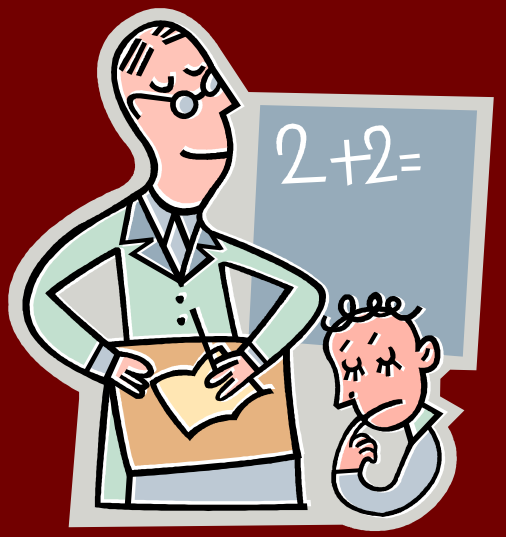
- ***Yeah, right!! But we give Dignity and Respect all of the time***
- *We love being a significant part of someone's life*
- *We love being remembered*
- *We love the challenge*
- *Nothing worth anything is easy*

# The Magic Method

- There is no magic program
- We just have to grind it out
- Different strokes for different folks – every situation is unique
- We take the best from different strategies to mesh with our personal styles

# High Expectations

- Our job in not to hand out High Expectations, but the ***Right Expectations***
- High Expectations can be construed as Impossible expectations
- Many kids have been let down by unrealistic goals and expectations
- ***We build confidence***



# What Great Leaders Do Differently

- Ready to Perform
- Dr. Jekyll and Mr. Vibe
- Listen and Not be fooled
- Walk that line
- Act a little paranoid
- Work to Prevent, but know how to React
- Understands and uses innocent connections
- Knows how to act like an Adult

# TOP TEN THINGS NOT TO SAY TO KIDS!!

*10. Why? Because I said so…*

*9. Ok, no more dumb questions.*

*8. When I was your age…*

*7. Oh yeah, well drop down and give me 20…*

*6. …and that's why you have no friends…*

*5. Are you in special ed, cuz something's gotta be wrong with you…*

*4. …because I am the adult and you're the kid.*

*3. Shut up!*

***2. F… me?!?! No, F…. You! F'in punk!***

***1. You win, I give up…***

# The “IN”s of Connections

- In-troduction
- In-terest
- List-In
- In-volve
- In-vest
- In-dure
- In-tegrity
- In-still

# In-troduction

- Be sincere
- Kids can smell a “poser”
- What do you notice about different kids and groups
- Investigate

# Be In-terested

- Good idea to find out what kids like
- Find similar interest
- Care and don’t just give lip service
- Ask questions
- Have conversations

# List-In

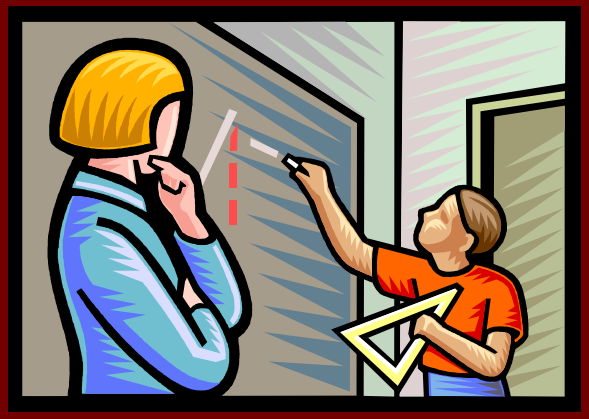
- They have a lot to say…they just need someone that will listen
- We don’t even need to say anything or give advice
- Don’t be judgmental
- But don’t forget the law

# In-volve

- Let them contribute
- They can be capable decision makers
- Show them what it takes to be part of our club
- Treat them as valued customer

# In-vest

- We will sacrifice often, but often times we will get a return on that investment
- The 3 T's to a fault
- We believe in 2nd chances...sometimes even 3rd and 4th chances
- Hope and Belief are powerful words, but even stronger virtues



# In-dure

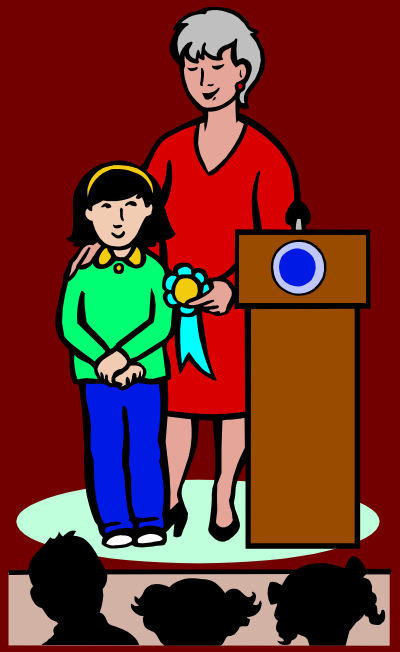
- It will take time – long, hard road
- You may never even see the fruit of your labor
- Be OK with that
- We must always take the higher road
- But you have the license to make the call to cut ties

# In-tegrity

- Innocent and noble intentions
- Our primary function is the custodial function to better the lives or our participants
- We must show and model this for the participants
- ***We do not need staff filled with Characters but staff full of Character***

# In-still

- This is how we Matter
- We must leave our legacy
- The best of us imparted to our participants and young people
- Complete the cycle
- This is the Primary Reason we do what we do



# The Down and Dirty

- Appearance – hoodies/saggin’
- Boundaries
- Anger
- Leave baggage at home
- Be Fair
- Technology Second
- You *ARE* a Teacher
- Speak like an adult in public - cursing
- Dignity and Respect all the time - Apologize
- Sincerely ask kids what they think
- Have thick skin
- Say what you mean...
- Don’t Lie or Brag
- Don’t share organization’s “dirty laundry”
- Consider staying with the movement

ray@mpactpeople.com