Welcome to Follow-up Friday - This newsletter style publication highlights Learning and Organizational Development (L&OD) efforts over the past week to wrap up and remind of the concepts and discussions that took place.

TELECOMMUTING WITH CHILDREN
COMMON PERSONALITY PREFERENCES AND NURTURING THEM

"Personality begins where comparison ends"...Karl Lagerfeld

Common children's personality traits can identify styles that children are most comfortable in...their preferences. Thinking about children in our care we can recognize and honor those personality preferences when we cease comparing them to others...including ourselves. In Tuesdays session we discussed these common personality traits:

- Wallflower
- Thinker
- Explorer
- Caregiver
- Artist
- Performer
- Visionary
- Zen
- Wild
- Sensitive

Each child can exhibit any one of these traits moments apart or simultaneously. Context is vital to explaining the why to any one of these. These traits or descriptions should not DEFINE our children, yet they can identify preferences, or 'go-to' styles of behavior. What we should notice, is that there will be preferred style, the one that is most comfortable and is readily exhibited when the child is free to be their true self, without reservation.

We discussed how these traits and behaviors are exhibited and how we as caregivers can undertake to nurture children whose preference falls within one of those descriptions. Please access the Telecommuting with Children video dated June 9, 2020 by following the link below to see all the great information we covered.

PROFESSIONAL DEVELOPMENT
INTROVERT AND EXTROVERT...

There are some common misconceptions about introversion and extroversion, such as introverts are shy and withdrawn or extroverts are sociable and outgoing. These ideas do not account for the Myers Briggs Type Indicator element of personal energy and where energy is created and replenished. The place we go to when we have a choice and need to refresh. To limit our thinking to how 'loud' or 'soft' someone behaves does not fully represent these characteristics. Introverts gain and replenish energy in quiet times with few people, often quietly thinking to process their circumstances and actions. Extroverts gain and replenish their energy around others often talking out loud through to process their circumstances and actions.

If someone is an extrovert and gains energy in large groups they will still enjoy and engage in moments of quiet and silence. If someone is an introvert and gains energy from alone or quiet time, they can still engage effectively in larger social events. As adults we can manage both situations and both contexts. Where we go to for comfort, the strategy we adopt when we can be our true self, determines which preference we hold. As we continue remote work, reflect on your own introvert/extrovert preferences and the strengths of it. Also reflect on the pitfalls of categorizing and limiting yourself to one or the other.

LUNCH AND LEARN
THE THREE 'P's OF EFFECTIVE MEETINGS

Join us on June 19 from 11:30a-12:15p as we discuss effective meetings as either a facilitator or attendee.

Our Weekly Schedule
CLICK HERE TO VISIT TELECOMMUTING RESOURCES

Wednesday Professional Development Topics:

June 17: Bias Preferences in Telecommuting       June 24: Are You Energized By Optimism?

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