FOLLOW-UP FRIDAY
LEARNING & ORGANIZATIONAL DEVELOPMENT

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

As a noun, bias is displayed as prejudice when comparing one thing or group or person against another, usually considered in an unfair way. As a verb, it is a feeling exhibited as that prejudice against someone or something. Also a term often associated with bias is hate. Hate is learned and can be unlearned. We should setup our children so they do not need to unlearn as adults.

In discussion with children, similarities can be used to overlook differences and bring people together, it is not enough to focus on those entirely. Children see differences, children are not color blind and differences should be discussed as a way to learn and understand. Are we as adults seeing this as well? If we can converse with our children in this manner, discussion of differences does not increase prejudice. External differences are present should be recognized, and, as a member of 'humanity' we must recognize the individual that resides within those external characteristics.

PROFESSIONAL DEVELOPMENT

OPTIMISM AND ENERGY

Take a moment and review this quote, what does it mean to you?

"The pessimist complains about the wind; the optimist expects it to change; the realist adjusts the sails."  
-William A. Ward

Now think about yourself...which is your tendency, which of those three perspectives do you typically land on? Each perspective serves a positive purpose, leaning on one perspective to extremes is troublesome.

Pessimist can be viewed as negative, inflexible and can bring awareness of possible problems to a situation. Optimist can be viewed as unrealistic, out of touch with reality and can bring positive energy to a situation. Realist can be viewed as negative, unemotional and can bridges that gap between pessimism and optimism.

Each perspective is useful as situations are examined and solutions are generated. A roomful of pessimists can be unwilling to try new things, expecting failure. A roomful of optimists may not be grounded in reality and unable to make positive steps toward solutions as complications surface. Finally, a roomful of realists may stick to the facts and lack the critical thinking or future facing goal oriented mindset needed to work toward solutions.

It is acceptable to lean in any one direction, and understand you may find yourself in any one of these depending on your perspective and investment in the situation. Be careful not to lean too hard or surround yourself with like-minded others.

LUNCH AND LEARN

Mental Well-Being

Danielle Bohn from Be Well informs us that stress is normal. We respond physically, mentally and emotionally. We have bodily systems that react/respond to stress by reacting as needed and then by recovering to those stressors and calming us. What stresses you and are you recovering? Repeated stress with inability to recover can create problems. Engage in self care, time management, mindfulness and journaling to reduce your stress levels. Examine your own stress levels recovery. Contact Be Well if you are concerned about your stress and ability to recover.

Our Weekly Schedule

CLICK HERE TO VISIT TELECOMMUTING RESOURCES

Wednesday Professional Development Topics:

- **July 8**: Summer of Social Distance
- **July 15**: Self-Care Revisit
- **July 22**: Social Gathering-Celebration

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