



Taj Mahal

The Taj Mahal is a symbol of love and deep devotion. ECE professionals who are both **passionate** about and **committed** to their work are able to provide the highest quality services to children and families.



Lion

ECE professionals understand their obligation to **protect** children from emotional and physical harm.



Respect

ECE professionals **respect** the dignity, worth, and uniqueness of each individual (child, family member, and colleague)



Dolphins

As an ECE professional, it's extremely important to build **positive** and **supportive relationships**



Evergreen Tree

Just as evergreen trees are dependably green, ECE practitioners of merit can be relied upon to take their professional **responsibilities** very seriously.



Washing machines

ECE practitioners have a collective obligation to act in the best interests of individual children and to “agitate” (aka **advocate**) for changes that address concerns about the health, education and well-being of young children on a larger scale, as well.



Flag

ECE professionals shall not participate in practices that discriminate against a child, family or colleague because of sex, race, national origin, religious beliefs or other affiliations, age, marital status/family structure, disability, or sexual orientation.



Bubble

Children are best understood and supported in the context of family, culture & community



Your shadow

"Integrity is doing the right thing, even when no one is watching." C.S. Lewis



Sunflower

A **nurturing** disposition is extremely valuable for ECE practitioners; children need care, warmth, and encouragement in order to grow and develop in healthy ways..



Picture

Unlikely friendships in the the animal world remind us to **respect diversity** in children, family & colleagues



Penguin

Sometimes things are not black or white; sometimes, “the right answer,” the best ethical course of action, is not obvious. Important values may contradict one another, and we face an ethical dilemma. We need to consult the NAEYC Code of Ethical Conduct and all the parties impacted to find the most ethical resolution.



Footsteps

Dignity is about self-respect. Dignity is also every human's birthright and does not involve measuring our lifetime "footsteps" or accomplishments; it is simply a part of being a person. ECE professionals should always treat others with respect and dignity.



Gummy bears

Oh dear, the gummy bear doesn't have a spine! Not **conscientious** at all then, in the way ECE professionals should be.



Clear pool of water

Clear water evokes transparency and honesty; essential qualities for ECE professionals



Tree

Be like this “yarn bomb,” grow into your professional strengths

**DO NOT
OPEN**



Secret

Professionals understand the importance of maintaining **confidentiality**.



Milk

Childhood is a unique and valuable stage of human development



Carp

In Japanese, the name of these fish is a homophone for love or affection: koi is therefore a symbol of love and friendship. In this photo of an amazing painted staircase in Seoul, South Korea, the carp seem to be attentively **listening** and **communicating** with one another. Isn't that just what effective ECE professionals do?

WHAT THE TRAPEZE ARTIST TRUSTS



Poems by

MALAIKA KING ALBRECHT

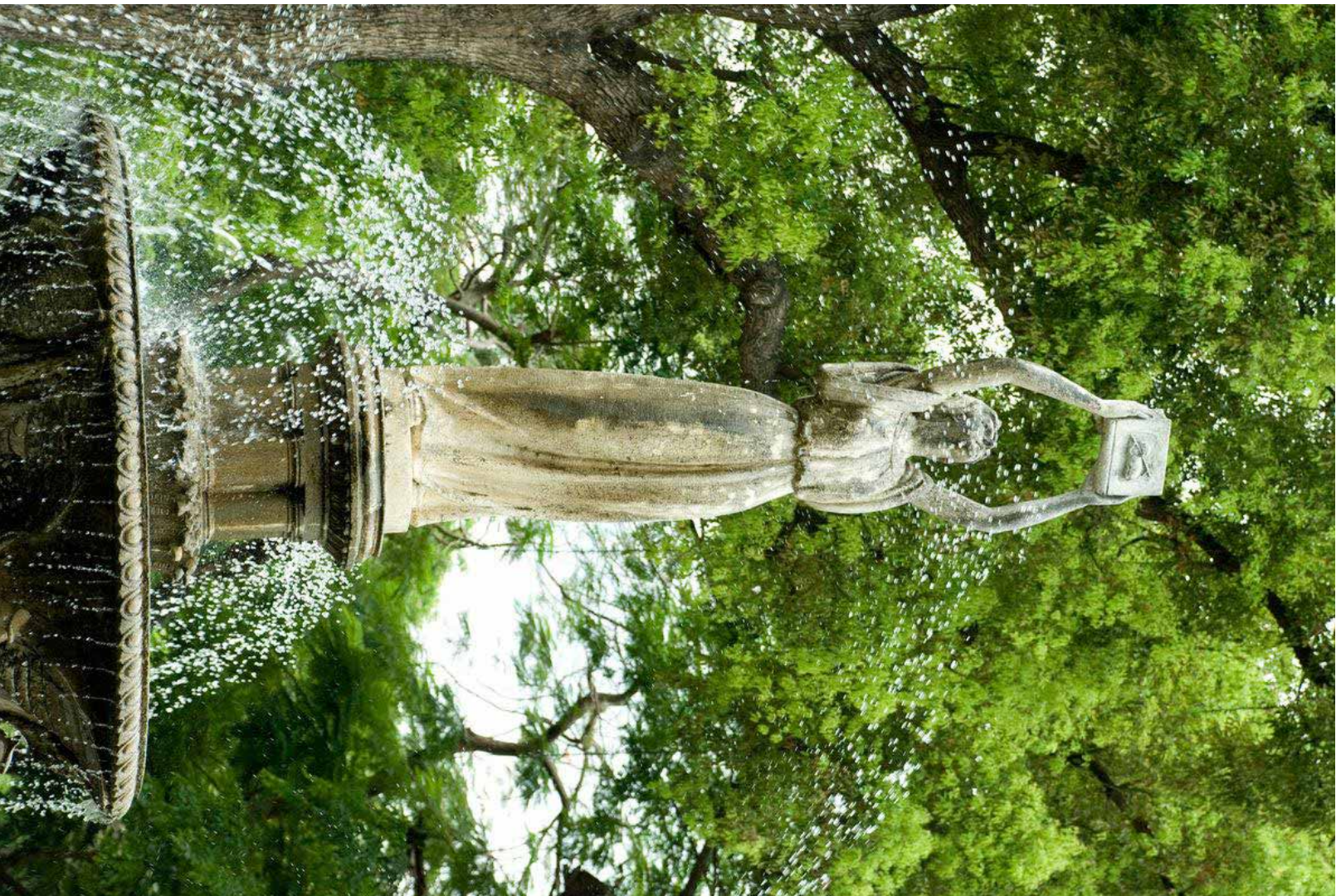
Trust

Children & adults achieve their full potential in the context of relationships based on trust & respect



Swing

Cultural and language competence are extremely valuable for ECE professionals.



Fountain

Our work as ECE professionals is based on our **knowledge of child development**



Glue

ECE professionals understand how central **relationships** are to all that we do. They also appreciate and support the **special bond** between **children and families**.



Bull

A bull in a china shop is a ludicrous thought!

ECE professionals need to be **authentic** and **genuine**.
These qualities are the foundation of strong relationship building.

Got Ethics? Riddles for ECE Professionals

Token of love built by a king when his beloved died

I am a king but wear no crown

Iconic Aretha Franklin song

We swim in the sea and travel in pods

I am found in remote forests and on city streets, alike. Creatures of all kinds rely on me to provide shelter and people count on me to provide cheer throughout the year. I am easy to recognize because I always retain my foliage.

I'm the agitator found by the dozen in a laundromat. What am I?

I can wave all day without tiring. What I am?

What's shaped like a ball, floats, and has all colors of the spectrum?

What follows you whenever there is light but can't always be seen?

My friends are fine-feathered, radiant and bold; in winter, to them my seeds are black gold.
What am I?

I speak of a 1,000 words but have never said a single one. What am I?

Although a bird, I do not fly through the air. I am dressed to impress in my black and white tux.
When fishing time comes I slide over ice galore, making my way to the sea.

Equally at home on land and water, these highly social rodents can run as fast as horses, so they
take many of these. It may seem ironic, but the more of these you take, the more you leave
behind.

I'm a bear with no teeth

To beat the heat, take a dip; my water is calming and cool. What am I?

My bark produces no sound, and I don't usually wear a sweater, but in this case I do sport a
rather colorful one that *Charlotte's Web* fans would surely enjoy.

When you don't have me, you want me. But when you have me you want to give me away.
What am I?

What is contained in a bottle of moo?

In English my name is koi. Here you can see me doing something astounding; I appear to be swimming over stairs! What is my name in English?

You can have me but not hold me. Gain me and quickly lose me. If treated with care, I can be great and if betrayed, I will break. What am I?

Just sit on this and you'll go high. Kick your legs to help you fly.

If you see one of these you might stop and stare, to watch all the water being shot in the air

I create the bond of confidence

Generally not allowed in a china shop

Answer Key

Got Ethics? Riddles for ECE Professionals

Answer Key

Riddles adapted from <http://riddlesandanswers.treasurehuntriddles.org/>

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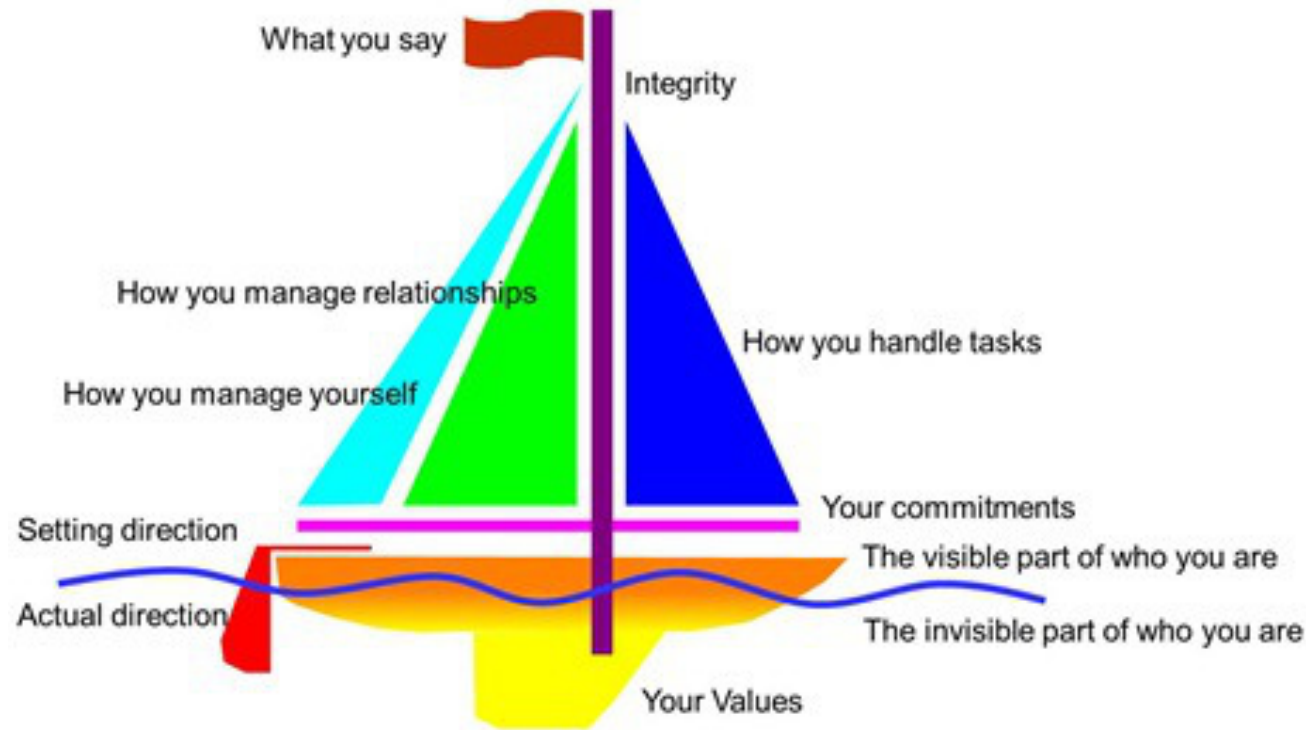
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The Sailboat Model – Integrity

Integrity is when your beliefs, your words, and your actions are all in alignment.



- **Mast (purple)**—*integrity*, the heart of your character
- **Sails (Blues and green)**—your orientation, attitudes, natural tendencies, usual frame of mind or temperament—aka your “*dispositions*,” make up the “how” of your behavior. For example, if you have a patient disposition, that’s helpful in ECE work, because caring for young children means lots of routines which isn’t always stimulating for adults, and it frequently includes dealing with difficult behaviors. If you have the disposition to be strong-willed, that can be an asset because you have the determination to see through what you set your mind to—e.g. working on an ECE degree, or striving to improve your program’s quality rating.
- **Rudder (bright red)**—you set a direction and then things in life that you don’t control happen, which changes the **actual direction** your life takes. Integrity determines the way you respond to the various sea changes (challenges) that come your way.

Celebrating Professionalism - Strengths List

The Clifton StrengthsFinder™ measures the presence of 34 talent themes. Talents are people's naturally recurring patterns of thought, feeling, or behavior that can be productively applied. The more dominant a theme is in a person, the greater the theme's impact on that person's behavior and performance.

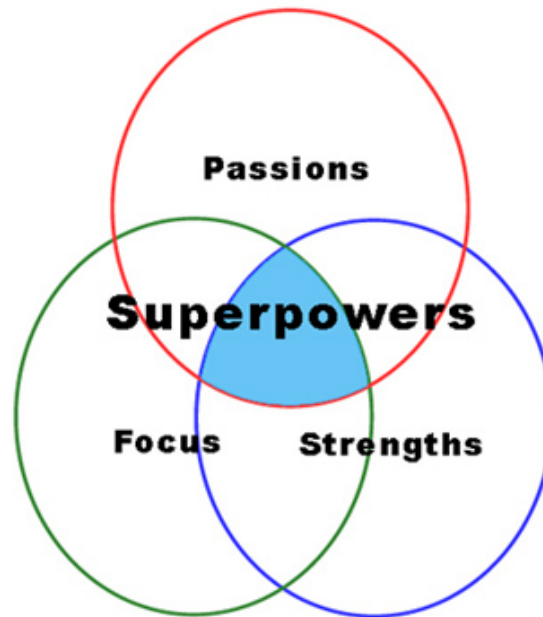
Achiever®	People strong in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.
Activator®	People strong in the Activator theme can make things happen by turning thoughts into action. They are often impatient.
Adaptability®	People strong in the Adaptability theme prefer to "go with the flow." They tend to be "now" people who take things as they come and discover the future one day at a time.
Analytical®	People strong in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.
Arranger™	People strong in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.
Belief®	People strong in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.
Command®	People strong in the Command theme have presence. They can take control of a situation and make decisions.
Communication®	People strong in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
Competition®	People strong in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
Connectedness®	People strong in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.
Consistency® / Fairness™	People strong in the Consistency theme (also called Fairness in the first StrengthsFinder assessment) are keenly aware of the need to treat people the same. They try to treat everyone in the world fairly by setting up clear rules and adhering to them.
Context®	People strong in the Context theme enjoy thinking about the past. They understand the present by researching its history.
Deliberative®	People strong in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.
Developer®	People strong in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.
Discipline™	People strong in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.
Empathy™	People strong in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.
Focus™	People strong in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

Futuristic®	People strong in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.
Harmony®	People strong in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
Ideation®	People strong in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
Inclusiveness® / Includer®	People strong in the Inclusiveness theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.
Individualization®	People strong in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.
Input®	People strong in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.
Intellection®	People strong in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
Learner®	People strong in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.
Maximizer®	People strong in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
Positivity®	People strong in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.
Relator®	People who are strong in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
Responsibility®	People strong in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
Restorative®	People strong in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
Self-Assurance®	People strong in the Self-assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.
Significance®	People strong in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.
Strategic™	People strong in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
Woo®	People strong in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.

Discovering Your Professional Superpowers

Career superpowers are actions that come easily to you, are fun and that you can do for hours on end. As you build your career, you probably will become more in tune with what your superpowers are.

Your superpowers depend on three things:



Without *passion*, *focus*, and *strength*, you will not have the power to leverage and build your success.

Passion

The intrinsic motivation behind your actions is passion. If you find yourself constantly forcing yourself to take action, then this isn't passion. You've probably noticed how certain work won't motivate you for very long. You may be enthusiastic about it for a few hours or days, but eventually the energy wanes and you're back to doing things that bring you happiness.

Focus

The amount of time you can spend focusing on a project will determine the amount you accomplished. If you can't stay focused for very long, you won't develop the skill necessary to be successful.

Strengths

Each skill that you have must produce quality results, otherwise it's not a strength.

Review

So how do you find your superpowers? You have to figure out if the action in question meets all the criteria: passion, focus, and strength.

	<i>Example</i>	<i>Example</i>	Your action	Your action
	Editing	Writing		
Passion	No	Yes		
Focused	Yes	Yes		
Strength	No	Yes		
	Not a Superpower	Superpower	Superpower or Not a Superpower?	Superpower or Not a Superpower?

Your passions come from your subconscious, your focus is all about your ability to stay in the present moment, and your strengths are determined by the results you produce and the way others perceive those results.

If you don't have all three when performing an action...

- Passion
- Focus
- Strength

...then you aren't creating great results and feeling happy while doing it. You're just passing the time doing work that you aren't really connected with.

Dispositions

- Qualities that characterize a person as an individual: the controlling perceptual (mental and emotional) qualities that determine the person's natural or usual ways of thinking and acting.
- *Synonyms:*
temperament, nature, character, constitution, makeup, mentality
- The National Council for Accreditation in Teacher Education (NCATE) Online Glossary has the following definition for dispositions:

The values, commitments, and professional ethics that influence behaviors toward students, families, colleagues, and communities and affect student learning, motivation and development as well as the educator's own professional growth. Dispositions are guided by beliefs and attitudes related to values such as caring, fairness, honesty, responsibility and social justice. For example, they might include a belief that all students can learn, a vision of high and challenging standards, or a commitment to a safe and supportive learning environment.

Five Dispositions of Effective Teachers

1. **EMPATHY** - Seeing and accepting the other person's point of view. Believes that a true grasp of the learner's point of view, and an accurate communication of that understanding, is a most important key to establishing a significant teaching/learning relationship. Commits to sensitivity and to establishing a relationship with each learner. Sees that the beginning point of learning is dependent upon a clear acceptance of the learner's private world of awareness at the time. Respects and accepts as real each person's own unique perceptions.

2. **POSITIVE VIEW OF OTHERS** - Believing in the worth, ability and potential of others. Believes that trust and confidence in the learner's worth, ability and capacity for change is a key to learning. Sees other people in essentially positive ways. Honors the internal dignity and integrity of each learner and holds positive expectations for her or his behavior. Typically approaches others feeling that they "can" and "will" rather than that they "can't" or "won't".

3. **POSITIVE VIEW OF SELF** - Believing in the worth, ability and potential of one's self. Having an established self concept that is fundamentally positive and provides an overall sense of self-adequacy. Sees one's self as essentially dependable and capable and thus is accepting of inadequacies. Sees one's self generally but not exclusively in positive ways—with a positive, abiding and trustworthy sense of actual and potential worth, ability and capacity for growth. Honors the internal dignity and integrity of self and holds positive expectations for one's own actions.

4. **AUTHENTICITY** - Feeling a sense of freedom and openness that enables her or him to be a unique person in honesty and genuineness. Seeks ways of teaching (procedures, methods, techniques, curricular approaches) that are honest, self-revealing and allow personal-professional congruence. Sees the importance of openness, appropriate self disclosure and being "real" as a person and teacher. Develops a personal "idiom" as a teacher and melds personality uniqueness with curricular expectations. Does not feel that one must "play a role" to be effective.

5. **MEANINGFUL PURPOSE AND VISION** - Committing to purposes that are primarily person-centered, broad, deep, freeing and long range in nature. Feels a compelling and abiding sense of allegiance to democratic values, the dignity of being human, and the sacredness of freedom. Sees the importance of being visionary and reflective as a teacher. Commits to growth for all learners in mental, physical and social-emotional realms through a sense of "mission" in education. Seeks to identify, clarify and intensify knowledge and personal beliefs about what is really most important.

Rocking Chair Reflections

This exercise is meant to get you thinking about your professional future and about professional development opportunities that you may want to pursue.

Imagine you have just retired. You are sitting in a rocking chair reflecting on the work you have done over a lifetime. Now reflect on the answers to the following questions:

- Did you choose a job(s) and a field(s) that you found fulfilling?
 - If so, how did that happen?
 - If not, why not?
- What were your professional successes?
- Which aspects of your work did you enjoy?
- Which work activities didn't you engage in that you wish you had?
 - What held you back?
- If you had your career to do over again what would you do differently?
- What would you have kept the same?
- What things did you choose to do professionally that made you happy?
- Could you have done more of them?
 - Why didn't you?
- What do you need to do now (in 2015 and going forward) to realize your professional dreams and aspirations?
- What specific professional development activities do you need to participate in, that when you are looking back at your work years, you'll feel they were worthwhile/interesting/challenging/meaningful?

Thinking through your answers while in this rocking chair can be a powerful experience. Looking ahead to what you think your work life will be like can help you to take more control of your professional life today.

