

# Icebreaker

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**What do you know about  
PROFESSIONALISM?**

- 1) Think of a word (or two)**
- 2) Write it on a brain-shaped sticky note**
- 3) Place it on the chart paper on the wall**

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# Being, Belonging & Becoming: Professionalism in Family Child Care



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CCIP Spring Training

Module 4.1 Professionalism

March 14, 2017  
Visalia, CA

presented by:

Disa Lindgren  
CA CCR&R Network

# Workshop Overview

- 1) Welcome + Overview  
Icebreaker: What is professionalism?  
Poll: What would you like to learn about professionalism?
- 2) **BEING a professional**  
Got Ethics? Riddles for ECE Professionals
- 3) **BELONGING to the ECE professional community**  
Party Hat Time! Celebrating Our Strengths
- 4) **BECOMING stronger professionals**  
Super-Powers Discovery
- 5) Thinking about professional development  
Rocking Chair Reflections
- 6) Closing Thoughts: Professionalism Word Cloud



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# Being a professional

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# Competence + Action = Professionalism

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Professionalism is KNOWING:

- ❖ HOW TO DO IT
- ❖ WHEN TO DO IT
- ❖ AND DOING IT

Any thoughts about this description by Frank Tyger?

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# What is a Professional?

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**Competence**  $\supset$   
Knowledge, Skills  
*Dispositions*  
Behaviors  
*Ethics*  $\supset$  Integrity

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# Ethics

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# NAEYC Code of Ethical Conduct and Statement of Commitment\*

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P-1.1

Above all, we shall not harm children.

We will not participate in practices that are emotionally damaging, physically harmful, disrespectful, degrading, dangerous, exploitative, or intimidating to children.

*This principle has precedence over all others in the Code.*

\*revised April 2005, reaffirmed and updated May 2011

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# ETHICS and PROFESSIONALISM

- ❖ Confidentiality
- ❖ Social Media Use



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# Riddles for ECE Professionals

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## RIDDLE:

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

.....

# ANSWER: A picture



Unlikely friendships in the animal world remind us how important it is to **respect diversity** in children, families & colleagues

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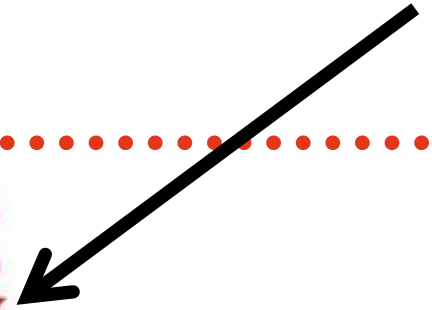
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# What is integrity?

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AN ETHICAL LIFE  
IS BUILT OF INTEGRITY  
HONESTY KINDNESS  
DECENCY &  
BELIEF IN TRUTH  
JUSTICE HONOR  
LOVE RESPECT  
COMPASSION  
AND WORKING  
TOGETHER  
TO MAKE LIFE BETTER



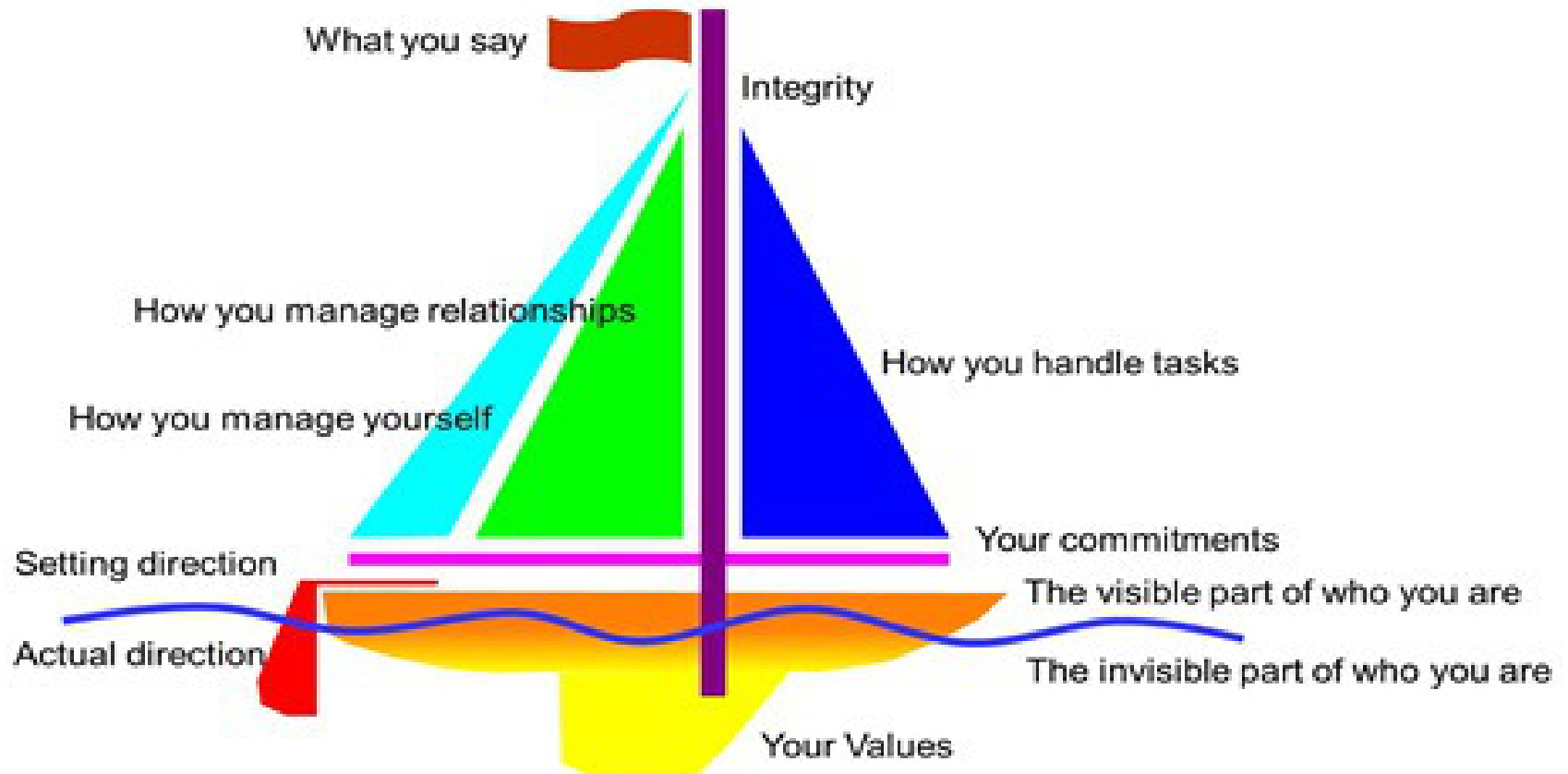
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# Integrity

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# What are Dispositions?

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- Qualities that characterize a person as an individual: *the controlling perceptual (mental, emotional) qualities that determine the person's natural or usual ways of thinking and acting.*
- Synonyms:
  - temperament*
  - nature*
  - character*
  - constitution*
  - make up*
  - mentality*



# Five Dispositions of ECE Professionals

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1. **EMPATHY** - Seeing and accepting the other person's point of view
2. **POSITIVE VIEW OF OTHERS** - Believing in the worth, ability and potential of others
3. **POSITIVE VIEW OF SELF** - Believing in the worth, ability and potential of one's self
4. **AUTHENTICITY** - Feeling a sense of freedom and openness that enables us to be honest and genuine.
5. **MEANINGFUL PURPOSE AND VISION** - Committing to purposes that are primarily person-centered, and that are broad, deep, freeing and long range in nature.

# Professionalism

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**being and  
becoming**



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# What is a Professional?

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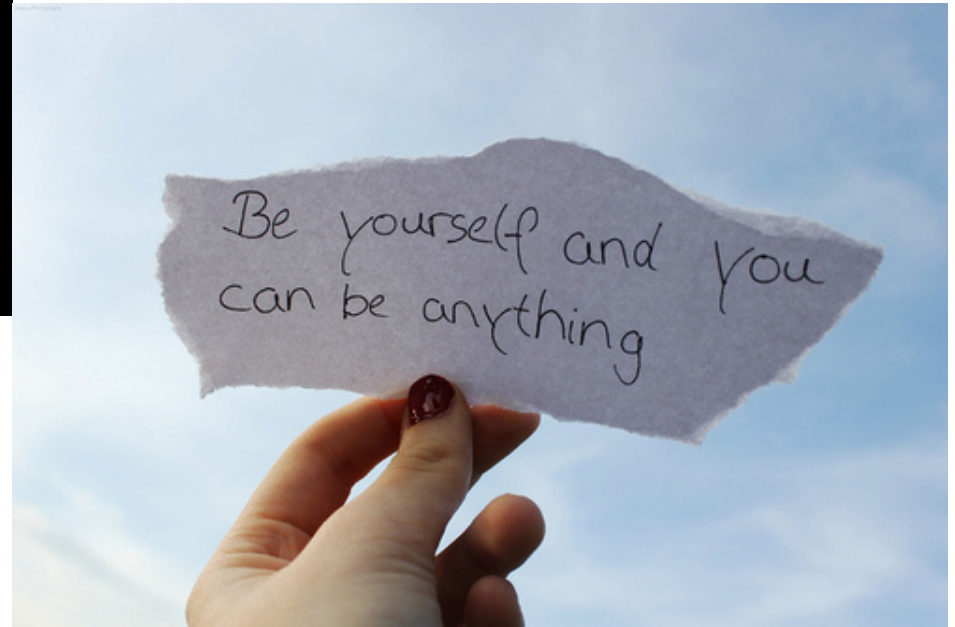


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# What is a Professional?

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**YOU CAN BE ANYTHING,  
IF YOU JUST DECIDE**



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Can you actually be absolutely anything as an ECE professional?

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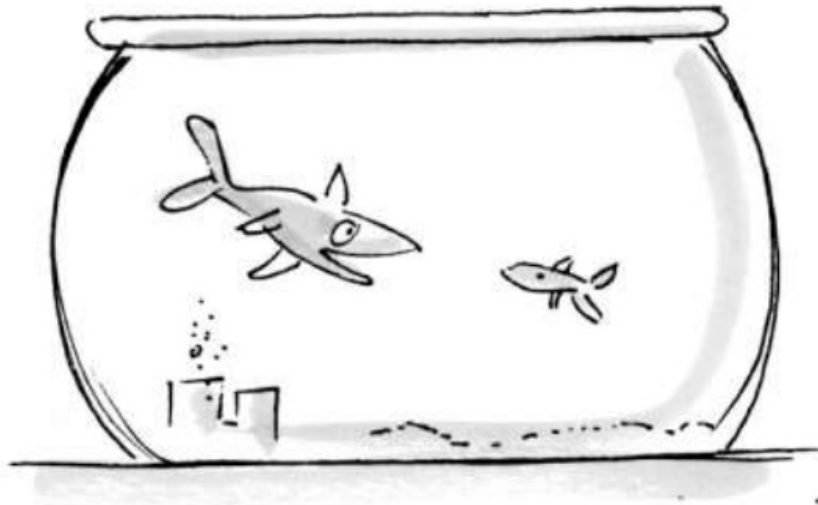


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# Being the best you possible = professionalism

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***"You can be anything you want to be—  
no limits"***

You cannot be anything you want to be, but you can be a lot more of who you already are.

~Tom Rath

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# Professionalism and Our Strengths

- ❖ Knowledge and skills—along with regular practice—help most when they serve as *amplifiers for natural talents*

- ❖ Talent x Investment = Strength

- ❖ Recipe for Strength (the ability to excel)

Talent: a natural way of thinking, feeling or behaving

Investment: time spent practicing, developing skills, and building your knowledge base

- ❖ A crucial insight—we are all different—and this is a good thing!

*¡Viva la diferencia!*

adapted from *StrengthsFinder 2.0* by Tom Roth



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# Belonging to the ECE Community

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**Party Hat Time: Celebrating Our Strengths**

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# Becoming Stronger as Professionals

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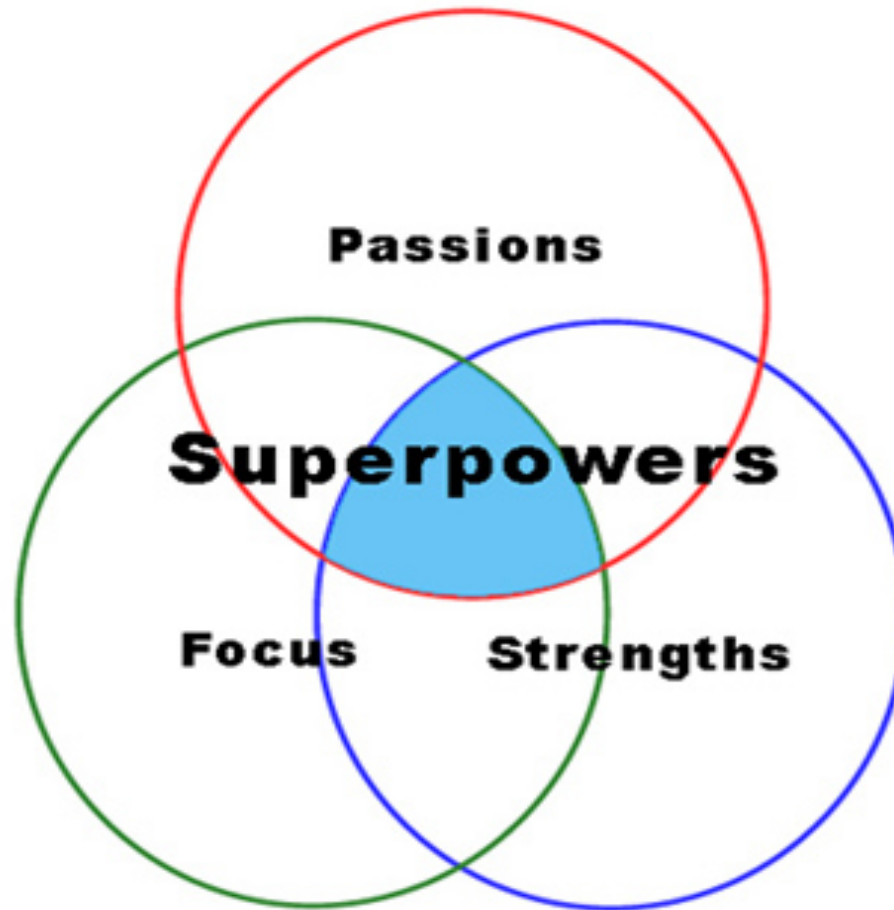
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# Discovering Your Professional Super-Powers

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# Hurrah for ECE Professionals!

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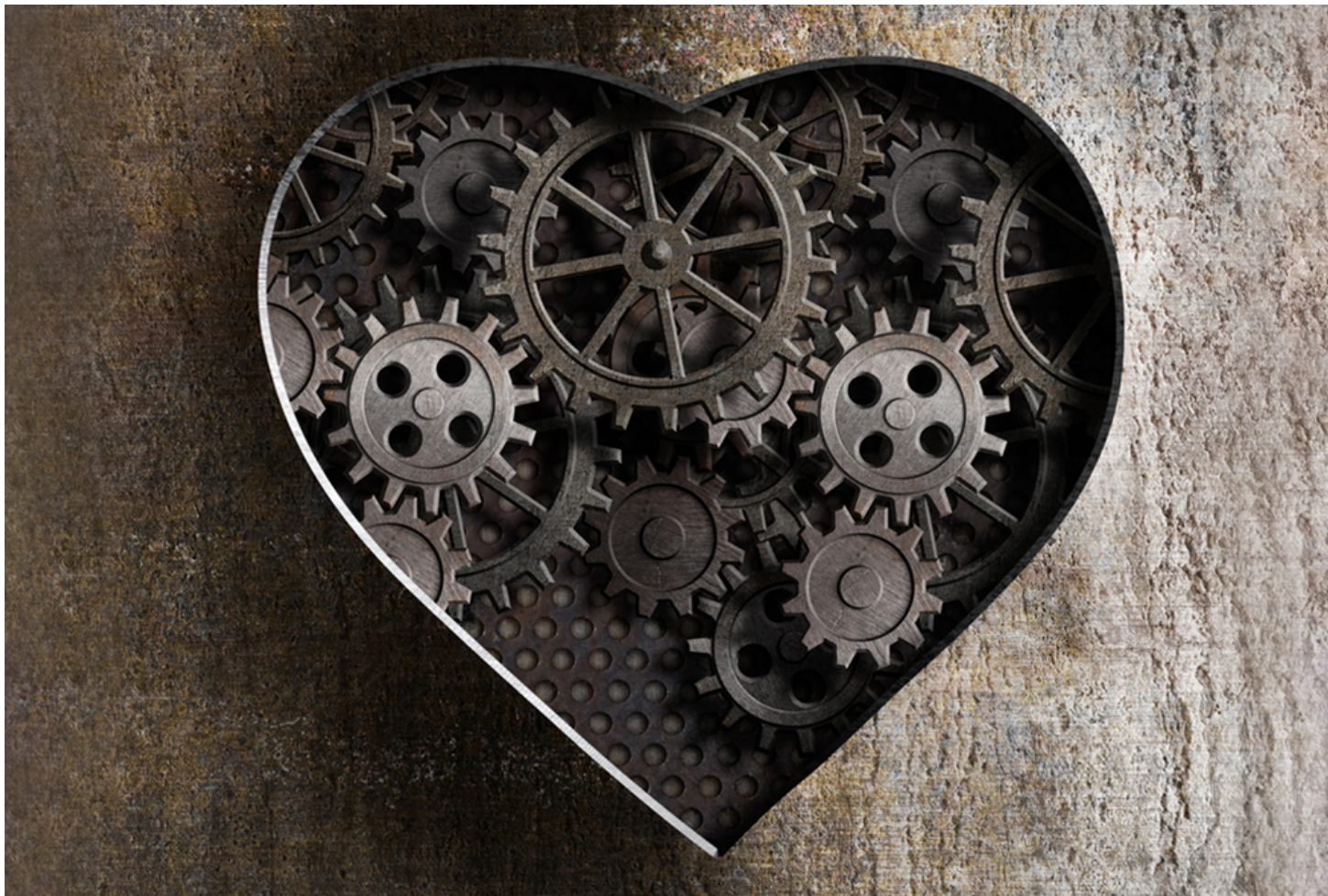


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Never sacrifice your heart, your dignity or your dreams

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# Professional Development

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Do not fall  
in love  
Darling

Rise in love.

~ The Dreamer

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# Professional Development

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dreams  
don't  
work  
unless  
you do.

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# Professional Development

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Professional  
Growth

Engaged  
Individuals



Excellent  
Standards

Collaborative  
Teamwork

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# Rocking Chair Reflections

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Here are the GOALS for this activity, that you:

- See yourselves as ECE professionals whose work is important
- Value the opportunity to learn about and put into practice the specialized body of knowledge that grounds your work as ECE professionals
- Understand that children and families benefit from relationships with ECE professionals who are committed to reflective practice and continuous growth



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<http://ececompsat.org/competencies/prof/prof.html>



# We are what we repeatedly do. ~Aristotle

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“Professionalism is like love:  
it is made up of the constant  
flow of little bits of proof that  
testify to devotion and care.”

— Tomislav Šola, PhD



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# Postcard writing activity

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***What is needed to nurture the seeds of your professional dreams?***



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# Thank you for your professionalism!



- It is your commitment to CCIP that has made it a successful project since 1985!
- Now it is time to celebrate the wonderful work you have done