



Horizons In Learning
Dynamic Transformation Strategies

WORKSHOP DESCRIPTION

"Polishing Staff Gems"
Affirmation Styles for Staff Motivation

Workshop Presenter
Constant Hine, M.A.

We will examine how building on a foundation of strengths and individualizing affirmation styles provides supervisors and managers an opportunity to support adults in a similar strength-based "constructivist" approach that we use with children.

We will explore practical applications to motivate and support staff from their unique strengths and diverse needs using respectful, creative and diverse strategies. In this session participants will learn how to use the "What Works Adult Profile"

We will discuss common issues that can impact staff morale such as unclear communication, gossip and dealing with feelings of overwhelm. We will also explore how to modify the 5 distinct affirmation styles described in Gary Chapman's "love languages" to support, motivate and affirm staff.

Participants will learn:

- 5 unique affirmation styles to honor diverse needs of individuals
- Practical strategies for motivating and acknowledging staff
- How to use the "What Works Adult Profile"