

BUILDING MANAGER'S AND STAFF'S (CARE AND EDUCATION) CAPACITY FOR ATTACHMENT-FOCUSED RELATIONSHIPS

THE S's

S's to increase

- STABLE ADULT MODELLING - good, positive role modelling between staff
- STEWARDSHIP - Management values and practices that facilitate an attitude of PACE, ownership of the philosophy, belonging, appropriate autonomy and accountability
- SAFETY - Physical and emotional, the adults are enabling a positive and playful emotional atmosphere
- STRUCTURE - Regular team meetings with the focus on reflective practice and education/understanding; clear tasks, roles and responsibilities
- SUPERVISION - Regular, formal and mentoring, supportive and accountable
- SPECIAL - individual's uniqueness, gifts and talents are recognised
- SUCCESS - Specific positive feedback to staff
- SMILING - a positive attitude
- SEEKING MEANING - Curiosity about self and others
- SENSE OF HUMOUR - Of course!
- STORY TELLING - a way of communicating without lecturing
- SORRY - adults need to acknowledge mistakes
- SLEEP - easily lost, crucial to develop and maintain
- SUPPORT - for self, personal and professional

S's to decrease

- SHAME - inhibits learning
- SHOUTING - a negative attitude
- SHOULD - expecting staff to do things they are unable to do
- SARCASM - often a sneaky substitute for shouting
- SECRETIVENESS - speaking about others behind their backs

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Adapted with permission from Dan Hughes' S's 2012