Building CAMPUS RELATIONSHIPS FROM THE INSIDE OUT

[ A guide to decreasing staff conflict and increasing campus relationships ]

JC POHL

Presented By: Lifetouch
WE ALL HAVE NEEDS
“NEEDS ARE CROSS-CULTURAL”
“NEEDS ARE LIFELONG AND CONTINUOUS”
“It is ok to have needs”
“We cannot meet our own needs”

— Dr. David Ferguson
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ACCEPTANCE

▸ Receiving others for who they are
▸ Not trying to “fix” others
▸ Being willing to forgive
AFFECTION

- Expressing care and closeness through appropriate physical touch
- Using words such as “I love you” or “I care about you”
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APPRECIATION

▸ Expressing thanks
▸ Giving praise
▸ Recognizing what someone else has DONE
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APPROVAL

- Building up another for who they are
  - As opposed to what they do
  - To convey gratitude or pride as it relates to your relationship
ATTENTION

▸ Conveying interest
▸ Showing concern
▸ Taking notice
▸ Entering someone’s world
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COMFORT

- Caringly responding to a hurting person through words, actions and emotional responses, and physical touch

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RESPECT

- Valuing another person highly
- Treating one another as important
- Honoring another with our words and actions
How I imagined myself as a Teacher...

How I feel as a Teacher...
ENCOURAGEMENT

▸ Urging others to persist and persevere in their efforts
▸ Cheering others towards their goal
▸ Instilling hope
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SUPPORT

- Coming alongside others
- Providing gentle, appropriate assistance with a problem or struggle
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SECURITY

» Establishing and maintaining harmony in our relationship

» Providing freedom from fear or threat of harm

» Consistency and keeping promises
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WHAT ARE YOUR TOP 3 NEEDS?

▸ Acceptance
▸ Affection
▸ Appreciation
▸ Approval
▸ Attention

▸ Comfort
▸ Encouragement
▸ Respect
▸ Security
▸ Support

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WHAT WOULD CHANGE IF YOUR TOP NEEDS WERE MET?
Potential and Pain of Relational Needs

THE POTENTIAL → HEALTHY THINKING → POSITIVE FEELINGS → HEALTHY BEHAVIORS → POSITIVE OUTCOMES

RELATIONAL NEEDS

NEEDS MET

NEEDS UNMET → FAULTY THINKING → NEGATIVE FEELINGS → UNHEALTHY BEHAVIORS → PAINFUL OUTCOMES

THE PAIN
Building Campus Relationships From the Inside Out

[Handshake icon]

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