



## Objectives (if this was a 60 minute session...) (...and not at 7:30 am)

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- Identify interpersonal challenges
- Recall challenging conversations and self-assess their responses
- Brainstorm strategies to cultivate professional, caring relationships
- Analyze situations to identify potential pathways forward: carrot, stick, or investment in caring.

## Carrots and sticks and... caring?

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## The heart of assessment

### Caring for...

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- Students
- Discipline
- Curriculum
- Institution
  - Health
  - Mission
  - Viability





## The traditional approach



## Caring as an ethic and an activity (Glenn, 2000)

Care ABOUT the person AND care FOR the person.

Professional setting:

- Cultivate awareness for others' experiences
  - Be attentive to their perspective
  - Feel responsibility in meeting their needs
- AND....
- Provide for one another's well-being (Action oriented)

## Themes for Care in Organizations (Lawrence & Maitlis, 2012)

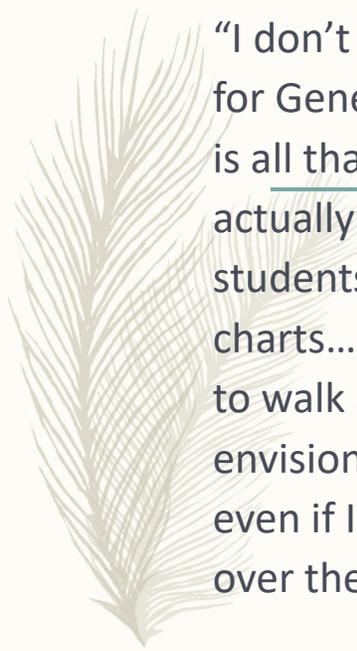
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1. People are fundamentally relational
2. Care is a practice as well as a value, with special importance on dialogue
3. Ethic of care invests in:
  - ~How people construct their experiences
  - ~How people construct their struggles
  - ~How organizations construct their (uncertain) futures.

## Real world example

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“I don’t think my sudden, dramatic loss of enthusiasm for General Education, which you have already noticed, is all that surprising under the circumstances. I’ve never actually felt this way before. My enthusiasm for students and my courses has always been off the charts...and it’s very quickly evaporating... I don’t want to walk away from my job..., yet it’s hard for me to envision how I can teach as effectively going forward, even if I am able to get some of my enthusiasm back over the summer. This is why I’m not OK. “



## Caring Narrative Practices

(Lawrence & Maitlis, 2012)

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- Construct “sparkling moments”
- Contextualize people’s struggles
- Construct future-oriented stories
  - Collective agency
  - Potency
  - Transcendent hope



## If we had more time...

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- Share our stories of challenging people and the conversations we've had...  
... and then analyze situations to identify potential pathways forward: carrot, stick, or investment in caring.
- INSTEAD... Challenge: listen deeply and ask deep questions.



## References

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- Glenn, E. N. (2000, Jan). Creating a caring society. *Contemporary Sociology*: 29:1, 84-94.
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Thank you  
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