

A row of three circles in the background. The first circle is white with a light purple outline. The second and third circles are solid light purple.

# Empowerment Practices for New Professionals

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Taking the Bull by the Horns

Introducing...

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# The New Professional: Stages of RLC/RD Growth

- **Info-Collector**

- aka – THE SPONGE

- **Duty-Collector**

- aka – THE SUCK-UP

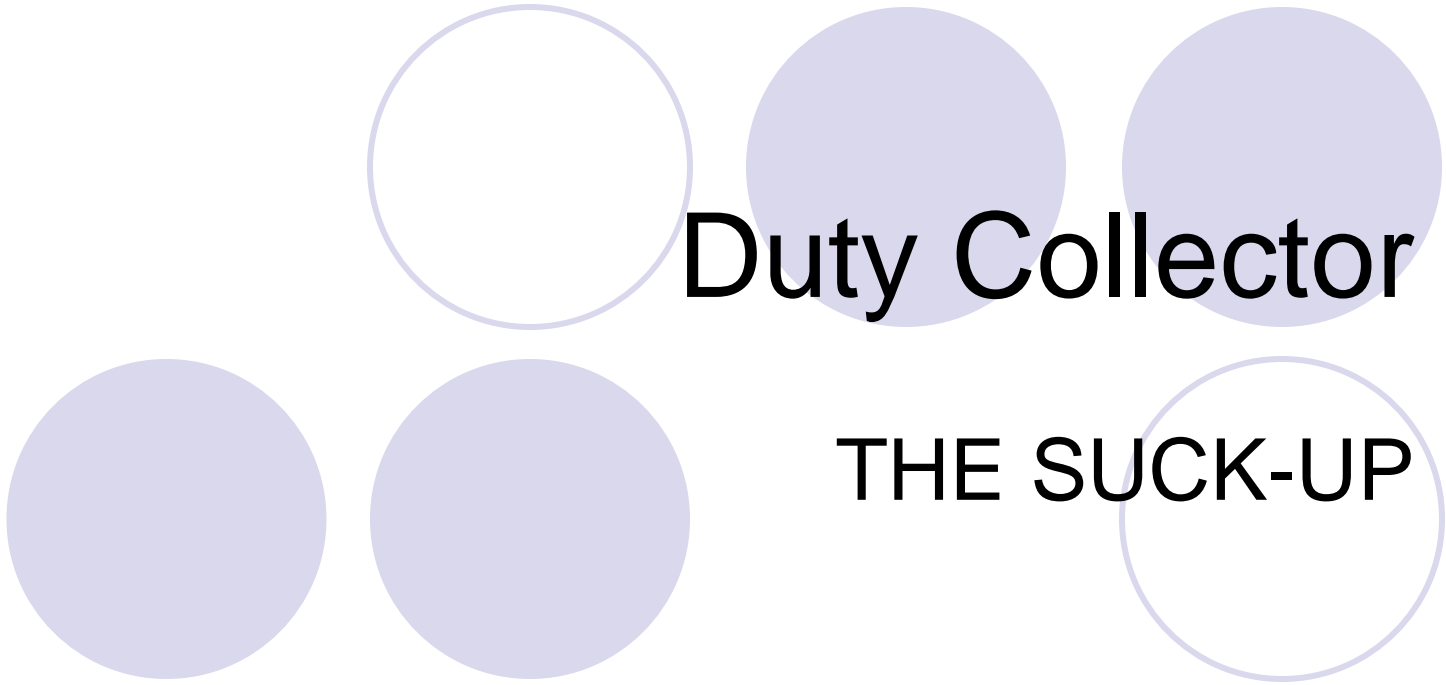
- **Time-Collector**

- aka – THE STRUGGLE

The image features five light purple circles arranged in two rows. The top row contains three circles, and the bottom row contains two circles. The text 'Information Collector' is centered over the top row, and 'THE SPONGE' is positioned to the right of the bottom row.

# Information Collector

THE SPONGE



**Duty Collector**

**THE SUCK-UP**



**Time Collector**

**THE STRUGGLE**

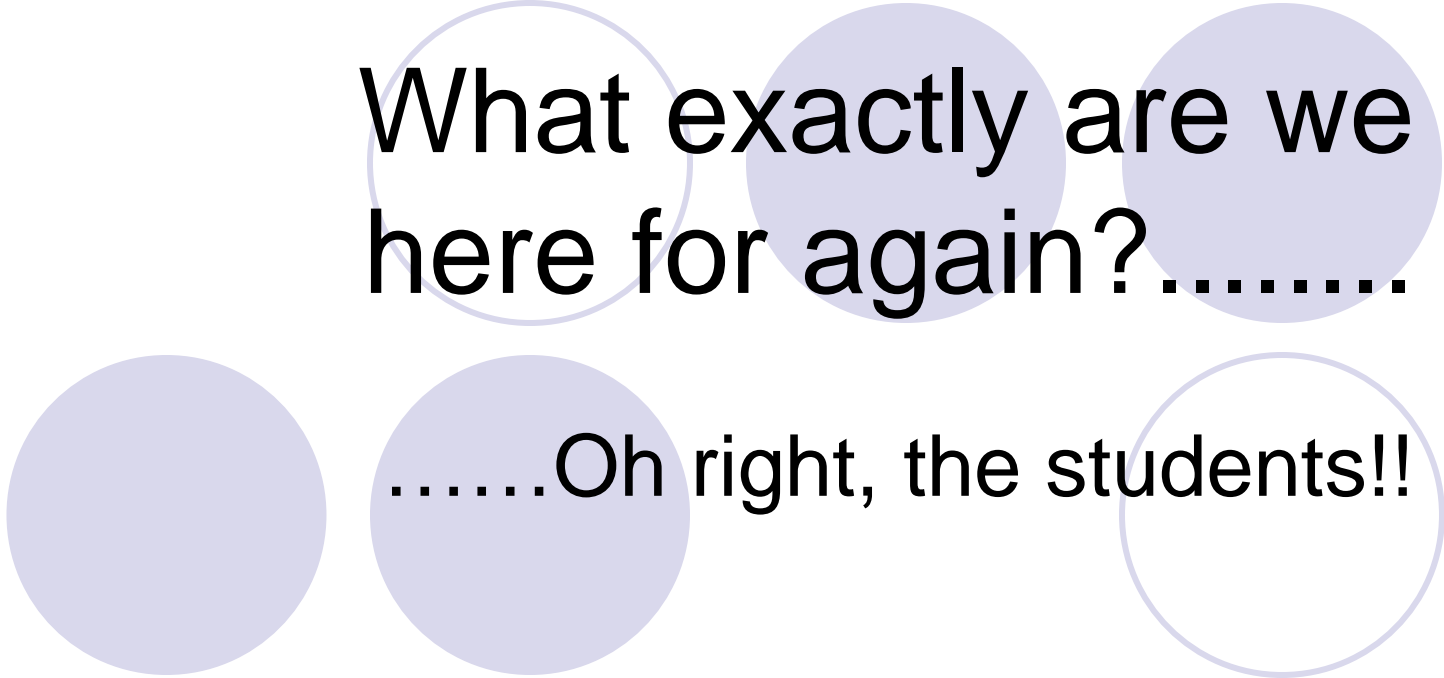
# Understanding the RLC Energy Cycle

- When students aren't busy with school we are typically busy with work.
- When students are busy with school we typically have more available down time.



# Understanding what energizes us: Q&A

- How many hours a day do I spend at work?
- How many hours a day do I spend on myself?
- What are my passions?
- Do I indulge those passions?
- What motivates me at work?
- What frustrates me about work?
- How can I better support myself?
- Who can support me and my needs?



What exactly are we  
here for again?.....

.....Oh right, the students!!



# Coaching vs. Team Captain

- What is the role of a Coach?
- What is the role of a Captain?



# Definitions:

- Coach: (*verb*) teach and supervise (someone); act as a trainer or coach (to), as in sports; "He is training our Olympic team"; "She is coaching the crew" -*WordNet, Princeton University*
- Captain: (*noun*) One who supervises or directs the work of others, especially:
  - A district official for a political party.
  - A restaurant employee who is in charge of the waiters and usually attends to table seating.
  - A bell captain. ????

Captain: (*noun*) One who commands, leads, or guides others. — *American Heritage Dictionary*

- What role are you playing in your job?



# Empowerment Techniques

- Start with Encouragement
- Challenge dependant behaviour
- Build Trusting relationships
- Delegate, Delegate, Delegate!



Once, we were all but a sponge...

- List the top 10 things that keep you busy at work.
- Can anyone else do those jobs? If so then who?
- If you answer no...then why not?
- If you answer yes...then why aren't they?
- What types of programs do you have in place at your institution that promotes the Empowerment of your student staff?



# New Developments at MRC

- New Senior RA Role
- Personal and Professional Development Program

The slide features five decorative circles. Three are solid light purple and two are hollow with a light purple outline. They are arranged in two rows: three in the top row and two in the bottom row. The title 'Final Thoughts' is centered over the top row of circles.

# Final Thoughts

"The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint enough to keep from meddling with them while they do it." --

**Theodore Roosevelt**

