

Teaching New Staff New Tricks

By: Nathan Honeycutt, LPC

Introduction



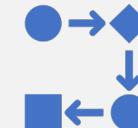
NEW STAFF BRING UNIQUE
CHALLENGES



ROOKIE STAFF BRING EVEN
MORE CHALLENGE



SOME LIKE THE CHALLENGE...
OTHERS TOLERATE THE
CHALLENGE



I WANT US TO LOOK
FORWARD TO THE BENEFIT
THAT THE CHALLENGE BRING.

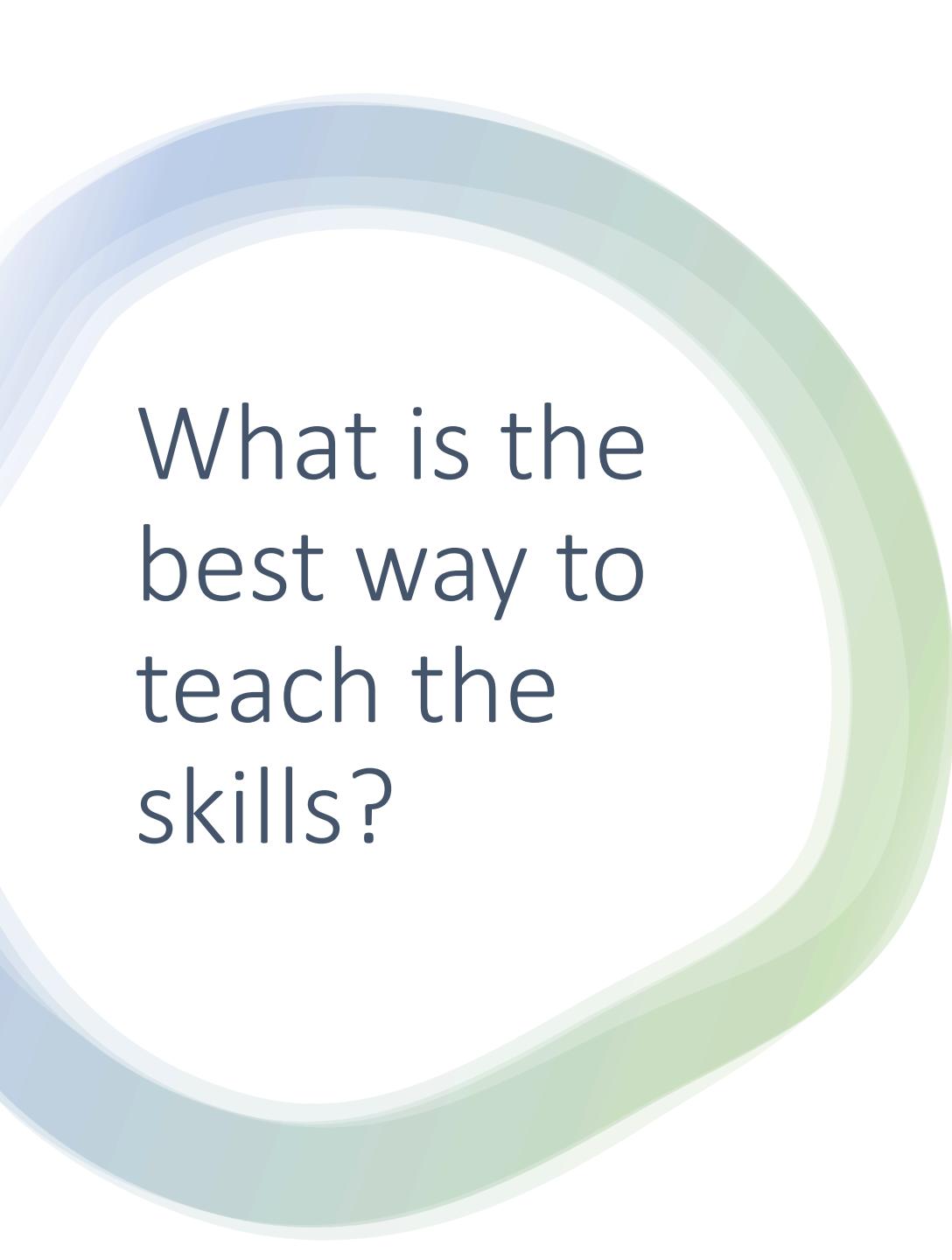


Training New Staff from Different Perspectives

- What is on the mind
of the...
 - Trainer?
 - New staff?
 - Client?
 - Administrator?

What do
new staff do
that needs
to be
addressed?

- Save the world
- Poor boundaries
- Think everyone wants help if they show up
- Blames negative outcomes on self
- Forget that paperwork is a part of it too.



What is the
best way to
teach the
skills?

- “Trial and error”
- See reality from a distance
- Embrace the trenches
- Show the shortcuts
- Teach the purpose not just the behavior
- Build a working relationship with client and peers

HOW DO WE HELP STAFF STAY IN THE FIELD?

- Remember your “Why”!
- Realistic expectations
- Reduce self-imposed stress
- Love the work and peers not the money
 - Never stop learning
 - Never stop teaching

CONCLUSION: TRAINERS

- New staff are just that... NEW! Be patient... someone was patient with you.
- Lead with a relationship not a position
- Show the culture that you want to continue.

CONCLUSION: NEW STAFF

- You are NEW! Be patient with yourself and those training you.
- Build relationships it will help more than you can imagine.
- Be the culture that you want.