NEBRASKA HUMAN RESOURCES INSTITUTE

WORKBOOK FOR JUNIOR COUNSELOR DEVELOPMENT



3 WAYS TO USE NHRI CONCEPTS TO DEVELOP YOUR JUNIOR COUNSELOR AS A LEADER

1. INCORPORATE CONCEPTS IN HOW YOU INTERACT WITH YOUR JC

a. Names, hot buttons, active listening Intended impacts: Get your JC to open up; Build a trust foundation; Build friendship upon which mentorship can be built; Understand JC better.

2. PLANNED ACTIVITIES (SEE ONE ON ONE BLOG ON THE NHRI WEBSITE)

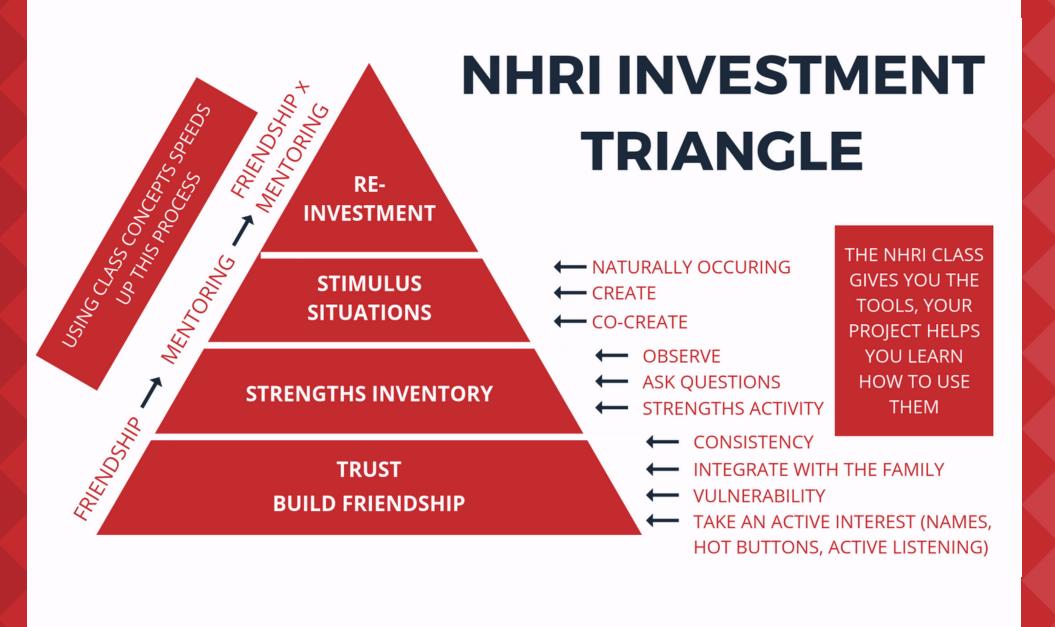
a. Values showdown, strengths bulls-eye, goal-setting around leadership, process the CliftonStrengths results, stimulus situations, boundary breaking exercises

Intended impacts: Direct conversation about leadership; Opportunity to identify and feedback leadership talents and strengths to JC; Opportunity to directly challenge the growth of JC leadership talents and strengths

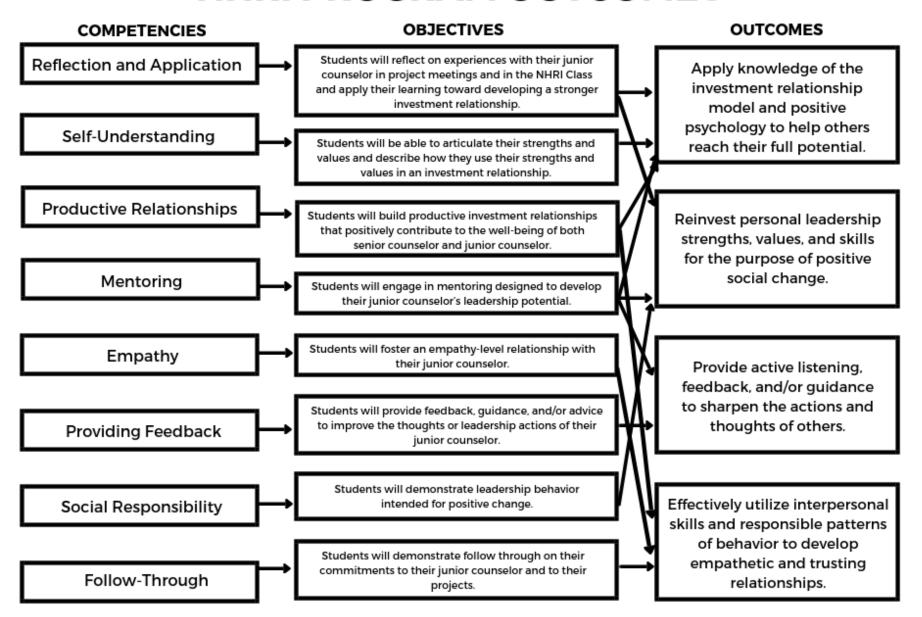
3. PROCESSING LIFE EXPERIENCES USING NHRI CONCEPTS

a. Help JC use empathy to process a fight between friends, help JC recognize how they could use their strengths to positively impact a situation, help JC process frustration with a friend's behavior choices using values, help JC think through how to create synergy on a team.

Intended impacts: Connect NHRI concepts to JC's everyday leadership actions; Recognize opportunities to be a difference maker in everyday occurrences; Recognize how JC leadership talents and strengths can impact and have impacted others



NHRI PROGRAM OUTCOMES



NHRI CLASS CONCEPT REVIEW

Listening is the key to understanding a person.

Active listening: eye contact, ask open-ended questions, paraphrase

Level A: Cliché Conversation; Level B: Reporting Facts About Others; Level C: My Ideas and Judgments; Level D: My Feelings and Emotions; Level E: Peak Communication

Hot buttons - topics of interest that stimulate conversation and relationships

Proxemics - The relationship between the physical distance between people and their interpersonal relationships. The closer their relationships, the closer the distance between them.

Locus of Control

Internal: Separate themselves from their environment, Collect considerable information before making decisions External: Decision-making influenced by external environment, here-and-now oriented, collect information based on what others think.

Self-concept - How we see ourselves and how we feel about ourselves.

Self-fulfilling prophecy - The expectation of an event may actually cause it to happen. Also known as the way we or someone else views us in the future

Goals - conceivable, believable, achievable, measurable, controllable, desirable, stated with no alternative, growth facilitating **Empathy**

Sympathy is feeling for someone; associated with sorrow. Empathy is feeling with someone; associated with all emotions **Values**

Standards or yardsticks of desirability by which an individual chooses between alternative behaviors. One's behaviors reflect one's values.

Three types of time - diffused, alone, optimum

Distress - Stress that is out of control. Accumulation of stress that has not been dealt with over a period of time.

Eustress - The presence of a stressor causes increased performance

Stereotyping - Applying blanket characteristics to a person based on group affiliation. We break down stereotypes by getting to know people as individuals.

Synergy - When two or more people combine their talents and energy working together to achieve a goal. Synergy is created when each person is given a role on the team based on his/her strengths

Bucket and dipper - When we fill others' buckets, we actually fill our own bucket. And when we dip from others' buckets, we actually dip from our buckets as well.