

Positive Professional Relationships

Sexual Assault Prevention and

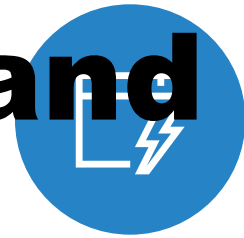
No Duplication of Efforts Permission

Support Team

**Sexual Assault
Prevention &
Education Center**

Journey

University of Kansas Sexual Assault Prevention and Education Center



No Duplication Without Permission

MOTIVATION TEAM CULTURE COUNSELING PRIORITIZE
LEADERSHIP FAMILY TRUST CONSEQUENCE

sapec@ku.edu

University of Kansas
Sexual Assault Prevention and
Education Center
No Duplication Without Permission
sapec@ku.edu

University of Kansas
How do we know
Assault Prevention and
when our
Education Center
leadership has
been successful?
sapec@ku.edu

University of Kansas
Voluntary Action is a key indicator
Sexual Assault Prevention and
of organizational success.

Education Center

No Duplication Without Permission

- people do the right thing at the right time
- they understand what needs to be done
- they believe they are the right things to do
- they take the necessary action w/o being instructed

sapec@ku.edu

Healthy Leadership Practices



University of Kansas

Sexual Assault Prevention and Education Center

INTENTIONAL

COMMUNICATE

CUSTOMIZE

CARE

REFLECTION

You be awkward first.

Help me to understand.

How do they like to receive feedback?

Trust me, I formed a Response

Is it helpful or hurtful?

Consistent: do what you say/say what you do

Open ended questions

What do they want from a supervisor?

Not a competition

Boundaries

Be visible

Follow up

Set individual expectations

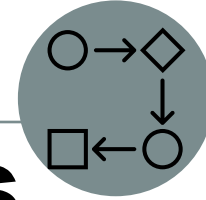
Advocate

Collaboration

No Duplication Without Permission

sapec@ku.edu

Counsel and Consequence



University of Kansas

CLEAR AND DIRECT

GROWTH

PROCESS

Sexual Assault Prevention and Education Center

No Duplication Without Permission

sapc@ku.edu

- Address actual gap in performance NOT a gap in their desired performance
- Describe the problem
- Describe the history of the problem
- Describe what the staff has agreed to do that they have not done

- Thank the staff for providing feedback
- Positive reinforcement/naming improvements
- Provide training needed to address the gaps
- Regular performance reviews

- Consistent & Fair
- Timely
- Private (do not bring up the problem not against each other)
- Documented & Progressive
- Follow-up



**University of Kansas
Sexual Assault Prevention and
Education Center
Team vs Family
No Duplication Without Permission
sapec@ku.edu**

University of Kansas
Sexual Assault Prevention and Education Center

What unhealthy
generational
patterns need to
be broken?

Custom - things remain until they
become the way they are

Culture - the way things are

Climate - how you feel about the way
things are

No Duplication Without Permission

sapec@ku.edu

University of Kansas
Sexual Assault Prevention and
Education Center

Culture of Trust

No Duplication Without Permission

sappec@ku.edu

Choosing to risk making something you value vulnerable to another person's actions

University of Kansas

Sexual Assault Prevention and Education Center

CARE

SINCERITY

RELIABILITY

COMPETENCY

The assessment that you balance the other person's & your own interest in mind when you make decisions

The assessment that you are honest & act with integrity

The assessment that you fulfill the commitments you make

The assessment that you have the ability to do what you are doing or choose to do

No Duplication Without Permission
sapec@ku.edu

University of Kansas
Where else in your life could you
Sexual Assault Prevention and
apply a Culture of Trust?
Education Center

No Duplication Without Permission

sappec@ku.edu

The new Love Language?

University of Kansas

Sexual Assault Prevention and Education Center

CARE

The assessment that you make of the other person's & your own interest in mind when you make decisions

SINCERITY

The assessment that you are honest & act with integrity

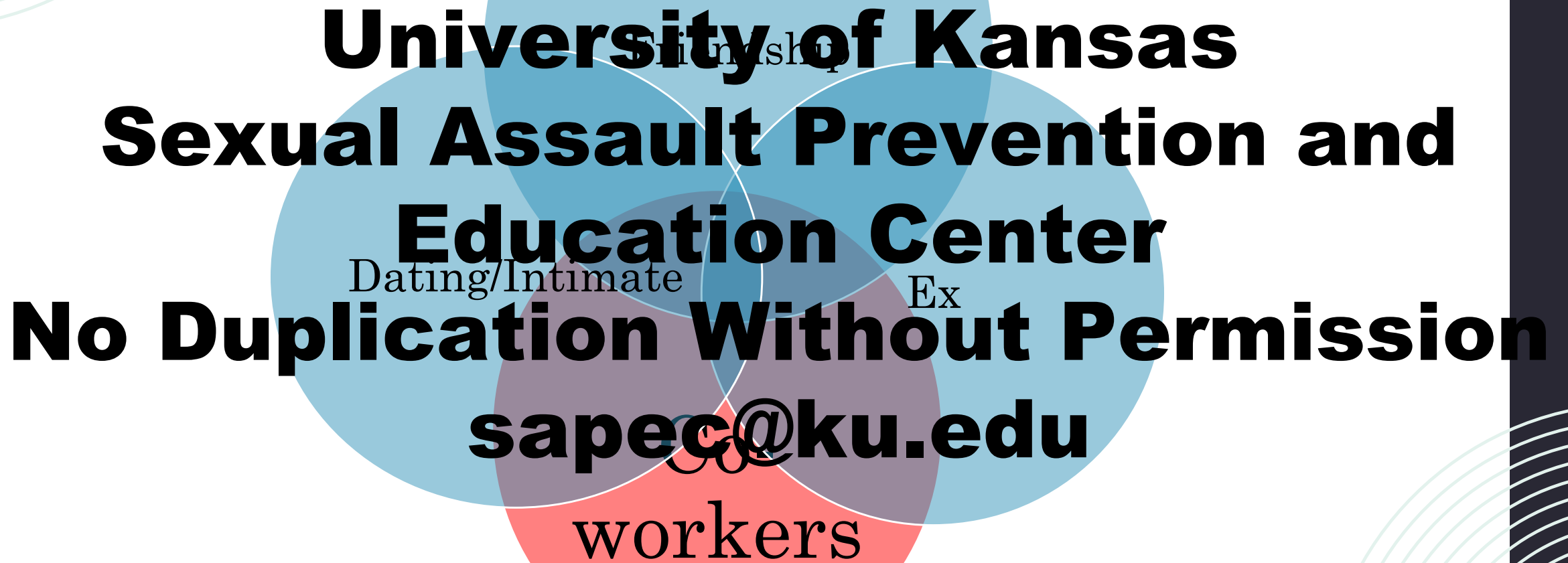
RELIABILITY

The assessment that you fulfill the commitments you make

COMPETENCY

The assessment that you have the ability to do what you are doing or choose to do

No Duplication Without Permission
sapec@ku.edu



University of Kansas
Sexual Assault Prevention and
Education Center
No Duplication Without Permission
sapecc@ku.edu
workers

Healthy Relationship Practices



University of Kansas

Sexual Assault Prevention and Education Center

INTENTIONAL

COMMUNICATE

CUSTOMIZE

CARE

REFLECTION

You be awkward first.

Help me to understand.

How do they like to receive feedback?

Trust me, I formed a response.

Is it helpful or hurtful?

Consistent: do what you say/say what you do

Open ended questions

What do they want from a partner?

Not a competition

Boundaries

Be visible

Follow up

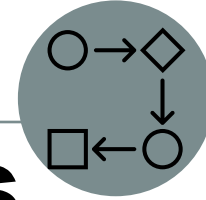
Set expectations

Advocate

Collaboration

No Duplication Without Permission
sapec@ku.edu

Relationship Conflict Resolution



University of Kansas

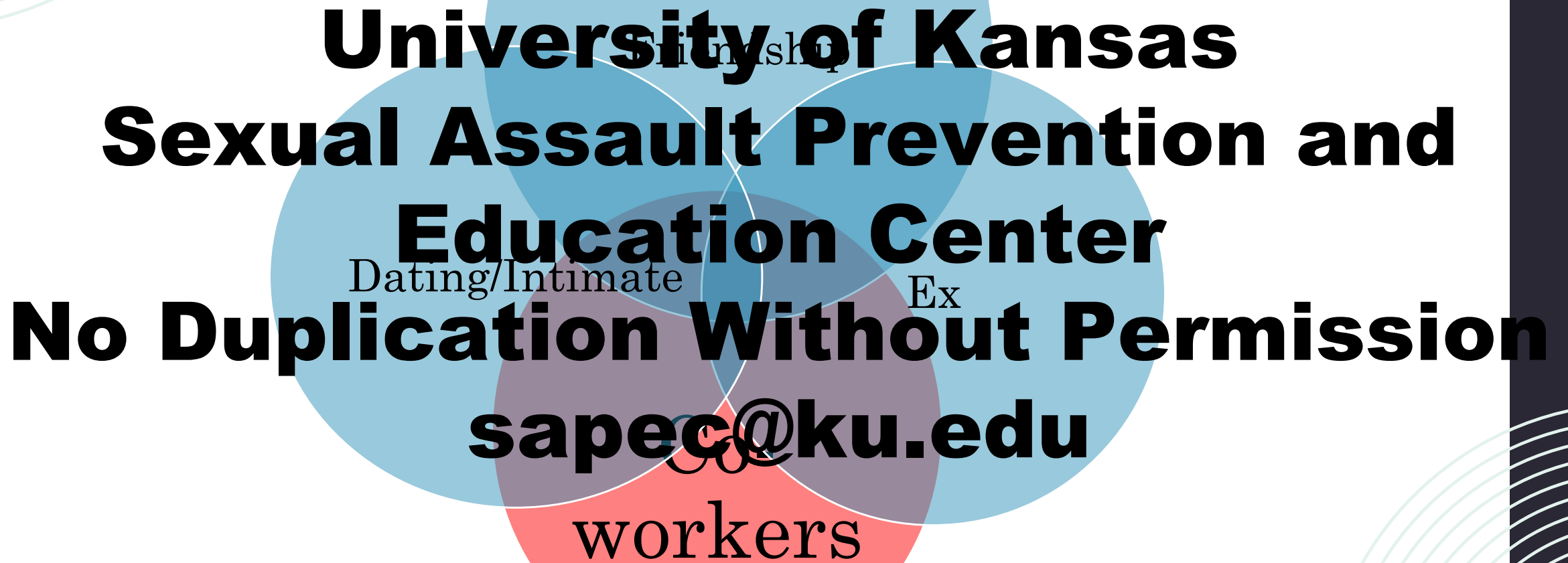
CLEAR AND DIRECT

GROWTH

PROCESS

Sexual Assault Prevention and Education Center

- No Duplication Without Permission**
sapec@ku.edu
- Address actual gap in performance NOT a gap in their desired performance
 - Describe the problem
 - Describe the history of the problem
 - Describe what your partner has agreed to do that they have not done
- Thank your partner for providing feedback
 - Positive reinforcement/naming improvements
 - Provide training needed address the gaps
 - Regular relationship health reviews
- Consistent & Fair
 - Timely
 - Private (do not bring up problem solving to you & your partner against the problem not against each other)
 - Follow-up



University of Kansas
Sexual Assault Prevention and
Education Center
No Duplication Without Permission
sapecc@ku.edu
workers

THANK YOU

Sexual Assault Prevention and

No Duplication of Efforts Permission

Sapientia

**Sexual Assault
Prevention &
Education Center**