

## Defending Your Values For Family Services Staff

This could be tricky for your agency and treatment center. It is very difficult to take a stand for any kind of **morality** in public organizations these days because then you are imposing them on somebody's freedom to think differently. For the record, I think **Western culture** has made a **disaster** of this.

What you can do though is honor your agency's code of conduct. Here are some examples of what you are entitled to defend:

1. No yelling or swearing in the building or during appointments.
2. No insulting or disrespectful language to the worker. Adults are in charge.
3. No excessively revealing clothing or smoking on the premises.
4. No showing up intoxicated to meetings or the premises.
5. No threats to other staff or clients.
6. No sleeping on the premises.
7. Should be able to make attendance mandatory, and being on time.
8. Handing in paperwork or assignments in a pathetic state of affairs.

That sounds like a "**boundaries question**" and I guess it is. However it becomes a values question when you do this one simple thing:

### **Tell the clients and staff how this trespasses on and disrespects you.**

- How it threatens the purpose of the agency.
- Insults your dedication to your job.
- Makes your day at work less enjoyable.
- Drags down the other client and staff's learning process.
- Invades other people's privacy.
- Demeans the client's self image and portrays them as objects not worthy of respect.
- Violates decency.

**Let the client know!**  
**Don't let them get away with it!**

Ask that client and staff member two things you can do to respect their space and priorities as a person and stay on top of it for the entire year, and never miss a beat.

You will change that client's life forever. That was your goal in becoming a family service worker in the first place. **Read next page.** ↓ ↓

## Call to Action-

1. Identify your values, share them with your clients and staff as yours and that of the agency's.
  1. Cite the examples I mentioned above and the rest your agency will allow you.
2. Set boundaries that defend those values as far as your agency goes and what you see in the hallways yourself.
3. DEFEND YOUR VALUES at all costs. Defend them against your client's behaviours and drag the parents and administration into it as soon as you need to. Make the parents call you or phone them and warn them they will have nothing but work to do if they do not participate in teaching your kids a lesson.
4. Allow your clients and staff to share with you a couple of their values, why they are important, and find a way to honor them.
5. Do not focus on telling them they are wrong, focus on their behaviour not being acceptable.
6. Separate your client from their behaviour. Your client is someone you want their behaviour is something you don't.
7. Share this email with another counsellor or your administrator ask them if they want this in their agency do not do this alone.

When young people experience a support worker that teaches them whose boss, and have a support worker that can command respect and performance from them. Then those young people now have someone they can come to when they need help. Someone they can take seriously or someone to inspire them to be so useful they don't make foolish decisions anymore. Inspired and motivated teens stand a fighting chance to pull themselves together and learn a way of life much different than what they are used to.

To learn about Tom's program and strategy for agency staff, their clients, parents and young people.

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## U.S.A customers welcome.

Or you can make this happen in your agency by calling Tom at 403-391-4184

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