

LET & ABLE Newsletter

Issue 89 ... June 2022

At the end of the day, it is our responsibility to feel good about the efforts that we put forth. We have to be able to look at ourselves in the mirror and report feeling good about various outcomes. When we consider our needs and wants, somewhere in the equation, the onus must also be placed on us.

It's our life, and ours to live by grace. If it is to be, it is up to us. I'm not convinced that most adults subscribe to this belief, and to be honest, I'm not sure if the next generation does either. This is not good and may cause the next 25 years to be interesting and tumultuous. Someone (and a lot of them) has to stand forth and encourage self-accountability, self-sufficiency, and all the other, "Self," concepts that can be thought of. This is not a liberal or conservative issue. Rather, it is a call for the betterment of families and society, one person at a time.

Caring, working mental health providers, and other professionals, have a responsibility and personal mandate to promote self-actualization and maximum life experiences to each and every client serviced. We have to move towards additional critical discussions and debates regarding the overall welfare of individuals, families, and the world. This is no easy task but a necessary one all the same.

The under-estimating of our individual and collective abilities should not take place. This is not the conversation for this hour. Like a reed blowing in the wind, our message and guidance have the ability to be carried to, and impact, every city and village. There is no limit to what we can do and achieve. Let's make it a point to push micro and macro change at every level. It's a push that would benefit the masses and would be well worth the effort.

Dr. Recco

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Published By

RSRC

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Flint, MI

RSRC "Video" Of The Month

“Straight Talk Man 2 Man”



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And Much More!

Your Host



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What My Staff Members Taught Me

By Recco Santee Richardson, Ph.D., LPC

I often refer to my first full-time employment leadership positions. Two-weeks after graduating from undergraduate school, at the tender age of 21, I was given a staff that consisted of two work-study students, a full-time secretary, and a host of eager volunteers. To say that I was not ready for supervisory duties would be an understatement.

After 35 plus years of management and supervision, I can surely say that if it were not for all of the people that I have supervised and my wife of 31 years, it would be difficult to be around me on a regular basis. I'm so glad I listened, learned, and can appreciate what each of them have said to me regarding my interactions, attitude, ways, perceptions, and beliefs about myself.

There are many positive and negative things that staff members have taught me about management, marriage, success, failure, servanthood, sacrifice, myself, and the list goes on.

Below, I have taken the liberty to briefly expound upon the most impactful things.

1). Stop Talking So Much: I must admit, over the years I have talked way too much, way to carelessly, and way too long to staff members about things that I didn't need to discuss. Job related or not, no employee wants to hear the long version of anything every time they interact with us. Such encounters can become emotionally draining and serious time wasters.

To staffers, our stories and examples can sound like a lecture, a timely rant, or another opportunity for us to toot own horn. Regardless, it behooves those of us in supervisory positions to talk as least as possible and yet be effective in the communication that is rendered.

2). Be An Example: It didn't take long for me to learn that I have to live and work by the same set of rules that I place on my staff members. If nothing else, those of us
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What Good Supervisors Know by Dr. Recco

Making things difficult is not normal or healthy

Staff members should never feel trapped

Departmental change starts with you, not the staff

Staff members are not always the problem

Employees know when you have "quit" on them

Questions from staff should be answered

Having a closed mind is not good

Avoid taking things personal

Things that bother your staff needs your attention

Doing it yourself is a sign of insecurity

It takes desire and time to develop staff members

"Are you a lead(er) or ineffective lead"
Dr. Recco

The "Family Living Video" Series With Dr. Recco



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Kicking ADHD & ODD
Learning To Love Again
Emotional Intelligence
Finding Me For Myself



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that are in, “Charge,” need to also complete our work duties in a timely fashion, be on time for work and meetings, stop complaining, and return phone calls. We also need to cease making excuses, avoid blaming others, document things in the file, be accountable to those that supervise us, and quit acting like the world owes us something.

The last thing quality and caring staff want is to work for a supervisor who is a hypocrite. Being in management does not give us a pass on doing the basics and doing what we expect staff members to do.

3). Be A Leader: I tend to believe that leaders are made and not born. There has to be a level of providence, and need, in order for a true call to leadership to take place. I’m not sure that most current leaders in the workplace meet the stated criterion. Any staff member can tell when their immediate supervisor sidestepped the making process and landed in a “Good ole network,” managerial position. Yes, employees can smell it a mile away.

All our staff really want is for us to be a leader and not a puppet that serves as a distraction. They are tired of mid-level management barking out orders, and yet not leading the team through the good and bad times.

4). Just Stop It: Man do I still struggle in this area. There are so many things that our staff members wish we would flat out stop doing, saying, believing, wanting, implying, and expecting. If we would simply stop (or at least cut back) our level of arrogance, lying/exaggeration, implied privilege, high-mindedness, stiff-necked approach, breaking confidentiality and God knows what else, our specific department employee turnover rate would not be so high. As well, our staff burn out would not run rampant like a California wildfire, workers would stop thinking we are bragging, and dedicated caring employees would not dread working for us.

A quick glance at the last several exit interviews of former staff members would tell us exactly what we need to stop doing as managers. It’s all basic stuff, not rocket science material.

Qualities Of A Healthy Department by Dr. Recco

Judgment free zone

Open communication

Shared credit and blame

Respect for others

Diversity in staffing

Involvement at all levels

The team comes first

Everyone feels important

Encouragement prevails

Security is a priority

Confidentiality is golden

Flexible work schedules

Support at critical times

Ample opportunities

Goals are attained

Effective committees

COUNSELING

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How To Contact Us



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