

SOCIAL AND EMOTIONAL

Parenting

Rationale

When an individual's personal life is chaotic, work readiness decreases. If a Deseret Industries associate can understand and implement positive and effective parenting techniques as part of a process of stabilizing his or her personal life, he or she will be better able to become work ready.

Objective

Help Deseret Industries associates become more work ready by helping them stabilize their personal lives.

Potential Discussion Items

- Assess how much this issue affects the Deseret Industries associate's work readiness.
- Assess how willing and ready the Deseret Industries associate is to work on this issue. If needed, build motivation to improve or change.
- Ask the Deseret Industries associate with empathy and compassion how things are going in his or her family and with his or her parenting.
- Does the Deseret Industries associate miss work or become unproductive at times due to family concerns (for example, because he or she is on the phone dealing with family matters)? What is the industry standard for attendance and productivity in the associate's chosen vocational goal?
- Discuss possible classes, books, programs, and so on to help the Deseret Industries associate build a plan to improve his or her parenting skills.
- Work with the Deseret Industries associate daily or weekly to track action steps, to discuss what he or she has read in the resources below, and to see how he or she is implementing learning from a parenting class. (The idea is that this will not be a onetime discussion but an ongoing one.)

Suggested Resources

- Love and Logic Magic for Early Childhood: Practical Parenting from Birth to Six Years by Jim Fay and Charles Fay (2000).
- Love and Logic Magic When Kids Leave You Speechless by Jim Fay and Charles Fay (2000).
- Hart, Craig H., Lloyd D. Newell, and Julie H. Haupt, "Love, Limits, and Latitude" (Ensign, Aug. 2008, 60–65): <http://www.lds.org/ensign/2008/08/love-limits-and-latitude?lang=eng>.
- Building a stronger marriage: <http://strongermarriage.org>.
- Parenting skills for helping to prevent drug abuse by teens: <http://www.drugfree.org>.
- For parents of a child struggling with drugs and alcohol: <http://timetothelp.drugfree.org>; <http://timetoact.drugfree.org>.
- "The Parent Toolkit." Resources to better understand and connect with teens: <http://theparenttoolkit.org>.
- "Stepfamily Education" (note: most land grant universities, such as Arizona State, have similar programs): <http://extension.usu.edu/stepfamily>.

MENTOR

- Strengthening the Family course from LDS Family Services. The Deseret Industries associate can attend through his or her local LDS Family Services. Access to these services is through his or her local ward or stake. He or she can also download and utilize other related materials from <http://providentliving.org/lds-family-services/strengthening-marriage?lang=eng>.
- Community or county mental health organizations often offer free or low-cost counseling or parent education classes.
- Involve the spouse or co-parent in a Development Plan discussion.
- The bishop and other ward members might have ideas and resources for helping with parenting concerns and needs.
- The Deseret Industries development counselor might also have additional ideas and resources.



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