



Educational Leader

The best educational leaders do two things.

1. *Work alongside the educators in the room*
2. *Never tell educators what to do, instead ask reflective questions to help the educators identify problems accurately and work out themselves how to solve them.*

This week I'm sharing a great article that links perfectly with what we are looking at in the weekly professional development.

Step 1 Read the article and reflect. Are you noticing your educators?

Step 2 Share the article with your educators, then reflect together. Are your educators noticing their children? Are your educators noticing their families?

The art of noticing links very well to the EYLF/MTOP because both curriculums are relationship based curriculums, and to build these relationships with children to extend their learning we need to notice them.

The Art and Science of Noticing Others.

Research tells us there are powerful benefits to helping others feel seen.

By Zach Mercurio

Consider the people who comprise your routines. Who do you need to notice more?

Noticing is the act of seeing someone's uniqueness and showing an interest in their full life.

Feeling noticed is the opposite of feeling invisible, the inverse of being forgotten. When others pay attention

to us and remember us, our essential lives' hidden vividness and nuances become known.

Studies show that being seen is necessary to feel like we matter and promotes mental and emotional well-being, including a reduced risk for anxiety and depression. Social psychologists Morris Rosenberg and Claire McCullough wrote that feeling noticed is "the most elementary form of mattering."

Yet, it's the most fundamental human needs that we most often neglect. Poet Elizabeth Alexander's question should level us: "Are we not of interest to each other?"

The distress and desperation caused by feeling unnoticed are well-documented. Psychologists find feeling unseen and unknown by others undercuts self-worth, motivation and can even predict depression.

In the classic novel "The Invisible Man," Ralph Ellison compared feeling unnoticed to living in a hole, writing, "I am invisible, understand, simply because people refuse to see me."

Now, think again about the people you see every day or every week. Do you know their goals, vision, and dreams? Do you know their struggles? If so, have you checked in with them about how they're doing? Do you remember their full names?

Do you know who they rely on and who relies on them? Have you checked in on how their people are doing? Do you know their kids' or spouse's or partners' names? Do you know what they do when they're not working? Do you know their hobbies?

Who do you unintentionally or intentionally refuse to see? Noticing others is a skill, a practice, and should be a public and occupational health priority.

Ask About and Remember Personal Details

Week 2, 8-12 February 2021- 7.1.3 Roles and Responsibilities

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What makes overlooking others so insidious is that it's easy to do, a habit born out of our increased individualism and decreased social connectedness.

Do you know your barista's name? Do you know the name of your coworkers' children?

For many, it's these tiny lapses of curiosity that add up to perpetual invisibility. I'm certainly not immune.

One recent afternoon, while facilitating a virtual workshop on, yes, mattering, I looked out my window. I saw my neighbor, with whom I've interacted hundreds of times, walking outside to get his mail. He's retired. But at that moment, it embarrassingly struck me: I've never asked him what he did before he retired; how he spent the 45 years before I started living a couple of hundred feet from him.

After my realization, I asked myself, "What else do I not know about others' lives?"

For me, the answer turned out to be a lot. One of the most basic ways to help others feel noticed is to ask about, remember, and check-in on personal details.

Know people's full names. If you see a dog jump into someone's lap on a virtual call, don't just sit and stare; ask what the dog's name is. Learn what your delivery driver's family members' or friends' names are. Check-in on them when your next package comes. Find out how your coworker's family member is doing who was sick a few months ago. **Notice, remember, and check-in.**

Show Your Interest in Others' Interests

David was a 5-year old in Brooklyn, raised by a single mother who had many jobs to make ends meet. One of his favorite possessions was an ordinary deck of cards that he carried everywhere, including the local library.

One day, a librarian noticed him playing with a deck of cards and said, "We just got a self-working card trick book in. Do you want to learn something?" The librarian showed him a simple card trick. That day, David's mom picked him up after work, and he showed her the trick.

"My mom went crazy," David remembered as he recalled that critical moment on the Joe Rogan podcast 42 years later. "That began my love of wanting to learn tricks."



Noticing others is also about showing an interest in and nurturing others' interests, regardless if those interests help you.

That librarian noticed David Blaine playing with a deck of cards and remembered he liked cards. When a book came in that she thought he'd be interested in, she remembered David. Then, she followed up and acted on her interest by teaching David that life-changing card trick.

There are countless stories of altered life trajectories because someone took an interest.

I once worked with a team who loved their supervisor more than I'd ever experienced. Her team would say things like, "she just gets me" or "she always looks out for me."

It's tempting to say she was just a "natural leader" and had relational strengths. But when I asked her how she created that climate, she pulled out a tattered notebook. In it, she wrote down things she heard each of her team members talk about repeatedly in their conversations. She made it a conscious habit to bring up and talk about her people's interests regularly.

Noticing others is a practice that's too important to be left to intuition. As you think about the people around you, how can you better show your interest? How can you show someone you remember what's important to them?

I think the most critical step forward as a society — in communities, organizations, schools and childcare— is to become interested in each other again.

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<https://thriveglobal.com/stories/the-art-and-science-of-noticing-others/>

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Policy and Procedure Review Policy

- Families will be advised how to access service policies and procedures
- Each policy is reviewed annually and more often if required
- Feedback on policies from families and staff is welcome at any time
- Staff may request feedback from families or other staff through various communication channels
- All policies will be signed and dated at each review
- Policy changes will be advised to all staff and families
- Families will be given at least 14 days' notice before changes are made that significantly affect service operations or their ability to use the service.

Do you have any feedback or comments about these policies? Please include below.

Educator's Name	Educator's Signature

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