

How to Win-Win with your Faculty

True Confessions from
the School of Hard
Knocks

When things are going right:

- There is no such thing as too much praise
- Be sensitive to over-using people
- Don't wait until people come to you for resources

When things aren't going right :

- Hone in on the positive
 - Everyone does something right
- Try to get their perspective first
- Assume good will or misunderstanding
 - Don't back yourself into a corner

If there IS a problem:

- **Do NOT act (or e-mail) when you are angry**
- **Watch out for escalation**
- **It's YOUR responsibility to keep your cool**

Negotiating Change:

- Be clear about your expectations
 - Explain why the change is needed for the greater good
- Try to make it an either/or
- **Reinforce any progress**
 - Look out for negative reinforcement
- When possible, be kind

Moving on --

- **Let it go when it's over**
 - **It was never “personal”**

- **Remember he/she may be the next chair!**

Lead by example

- Don't ask them to do what you won't do