

# SEEDS OF HOPE

## Professionalism Training



# Purpose of This Training

**The purpose of this training is:**

**To communicate to all staff this agency's level and expectation of professionalism and ethics**

**To better understand the risks involved when dealing with high risk offenders**

**Increase Mentor/Probation officer Relationship**





# Introductory Questions

- 🕒 Why did you/do you want to be a Mentor for the Seeds of Hope Program?
- 🕒 What were your thoughts and feelings prior to becoming a mentor?
- 🕒 What were your expectations of this agency upon being hired/volunteering?



# **Definitions with Agency Expectations**



# Webster's and Agency Application

## **Professional**

Exhibiting a courteous, conscientious, and generally businesslike manner in the workplace.

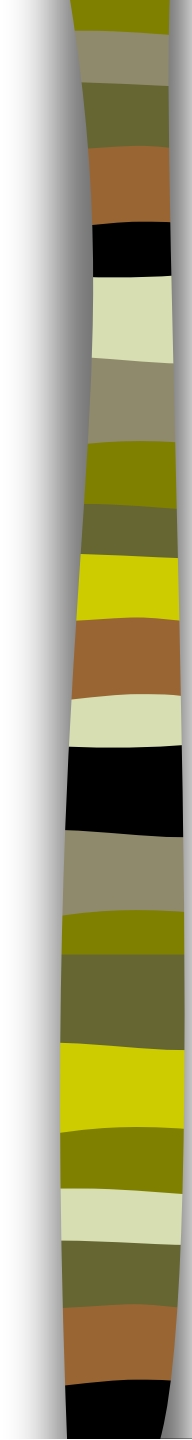
## **Professionalism**

The conduct, aims, or qualities that characterize or mark a profession or a professional person.



# *Characteristics of a Profession*

- ☑ Professionals are considered experts.
- ☑ Professionals have a high degree of generalized and systematic knowledge with a theoretical base.
- ☑ The primary orientation of professionals is to their public and/or community interest.

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- ☑ Professionals have a high degree of self-control of their behavior and are governed by a code of ethics.
  - ✓ The code of ethics is a statement of values.
  - ✓ The code ensures a high quality of service.
  - ✓ The code guarantees competency of membership, honor and integrity.
  - ✓ The code is a direct expression of the professions' principles of service orientation.
  - ✓ The code emphasizes no personal gain and protection of the client or patron.



# Job vs. Career Vs. Volunteering

## Job

A paid position of employment and something one has to do, a responsibility.

## Career

An occupation, a way of making a living, especially with opportunities for advancement or promotion, and progress through life.





# Cont.

## **Volunteering**

A person who performs or offers to perform a service voluntarily

- usually have passion for the job volunteering for.
- have a want to help others without reward

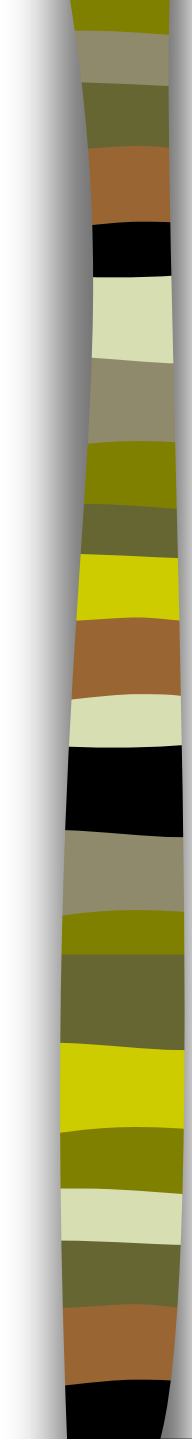


# Opportunity vs. Entitlement

**Opportunity** – A favorable juncture of circumstances. A good chance for advancement or progress.

**Entitle** – To furnish with a proper grounds for seeking or claiming something.

**Entitlement** – The state or condition of being entitled. A right to benefits specified especially by law or contract.



The agency's reputation is dependent on your answers to these questions:

 **What is the goal of this agency?**

 **What is your responsibility to the community and to the clients?**

# We All Start Somewhere



Exploring the Foundation of  
an Experienced  
Employee/Volunteer

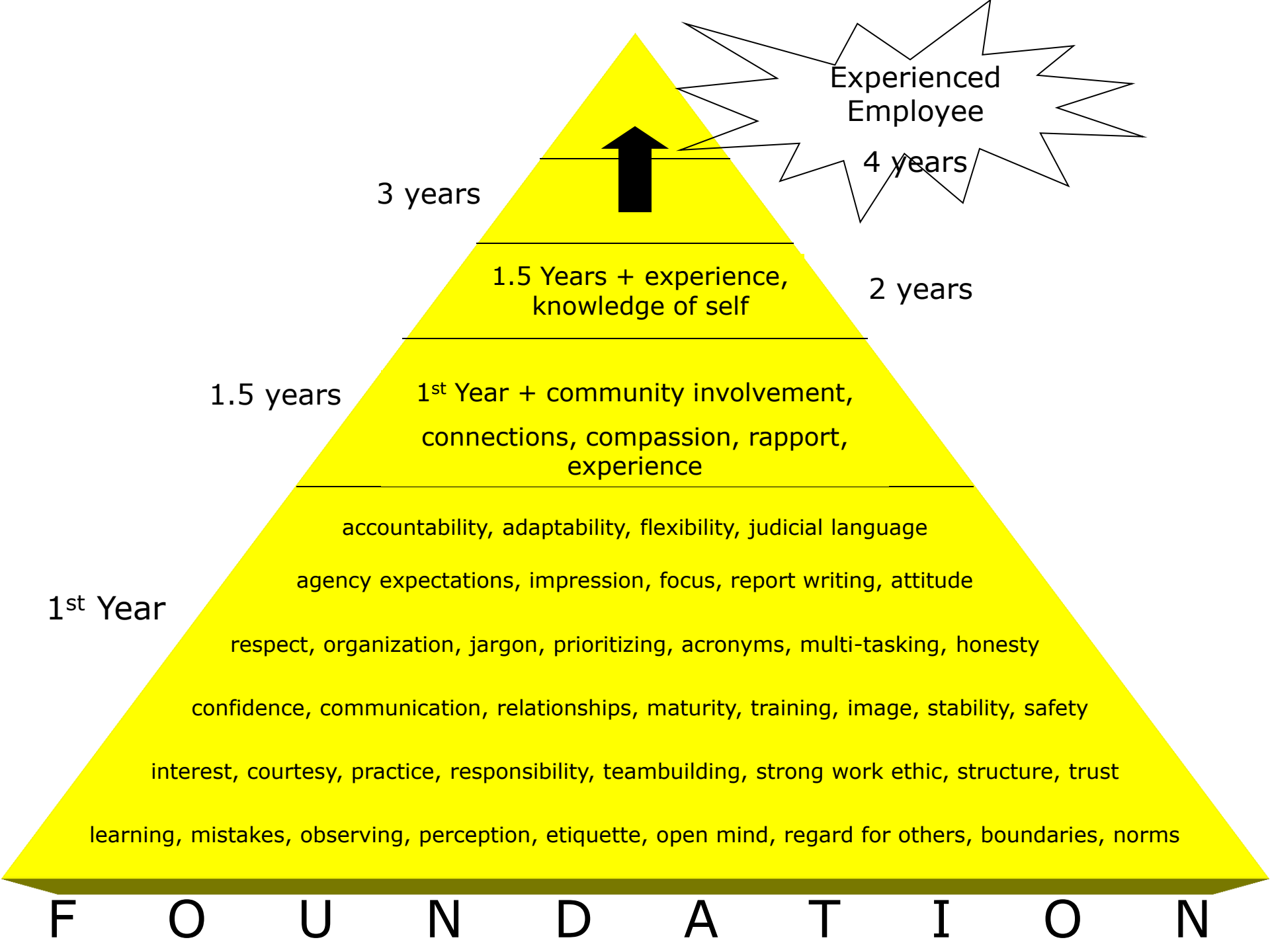


**The  
Foundation**



## The 1<sup>st</sup> Year:

- ✍ Learning, mistakes, observing, perception, etiquette, open mind, regard for others, boundaries, norms.
- ✍ Interest, courtesy, practice, responsibility, teambuilding, strong work ethic, structure, trust.
- ✍ Confidence, communication, relationships, maturity, training, image, stability, safety.
- ✍ Respect, organization, jargon, prioritizing, acronyms, multi-tasking, honesty.
- ✍ Agency expectations, impression, focus, report writing, attitude.
- ✍ Accountability, adaptability, flexibility, judicial language.



# Functional Foundation

All of the components that form the foundation are related and are all necessary.





# Compromising the Foundation

The foundation is sure to break down and crumble if exposed to certain elements.



☹️ Prejudices

☹️ Disrespect

☹️ Immaturity

☹️ Selfishness

☹️ Entitlement

☹️ Division

☹️ Gossip

☹️ Disregard

☹️ Biases

☹️ Dishonesty

# Food For Thought

QUESTION:

What is the difference between:

🗨️ a client and mentor/employee relationship;  
and,

🗨️ a mentor/employee and supervisor relationship?  
ANSWER:

Technically, there isn't a difference. These relationships require respect for the position as well as respect for the participating individuals.