



The Optimistic Leadership Framework Webinar

May 16, 2019

Questions and Answers

Question: What is the name of the book you referenced on the webinar?

Answer: The title of the book is: *Making Lemonade: Teaching Young Children to Think Optimistically* by Laura Colker and Derry Korelek. It will be out within the next few weeks.

Question: How do you find a balance between optimism and helping your teachers feel supported to teach vulnerable children?

Answer: Optimism means recognizing there is hope - that there is a light at the end of the tunnel. By holding on to baby steps - small gains, we can help even our most vulnerable children progress.

Question: What is the best way to introduce these concepts to current leaders who have struggles that have a negative impact on the overall culture?

Answer: Little bit by little bit... Our goal is to improve program climate as it is a critical way that we improve teacher retention and child outcomes. We believe modeling affect all outcomes. Use your words and actions to be invitational rather than didactic, welcoming people into the conversation.

Some insights shared during the webinar include:

- Optimism, to me, is also always seeing that there is a way, a solution, an answer.
- We have power in of our mindset — in how we perceive a situation. We see what we look for. For me, it can take a lot of energy to stay optimistic but it's worth it in the long run.
- Needing to 'be right' risks undermining a trusting relationship
- A challenge is to figure out how to express emotions in ways that maintain/build relationships: being true to myself in a way that doesn't alienate others or reinforce my biases.
- I think of myself as a curious person. When you said: "Is it more important that I'm right or that I learn?" I thought about my curiosity in a different way - a way to strengthen and use this skill to support the relationships in my work.