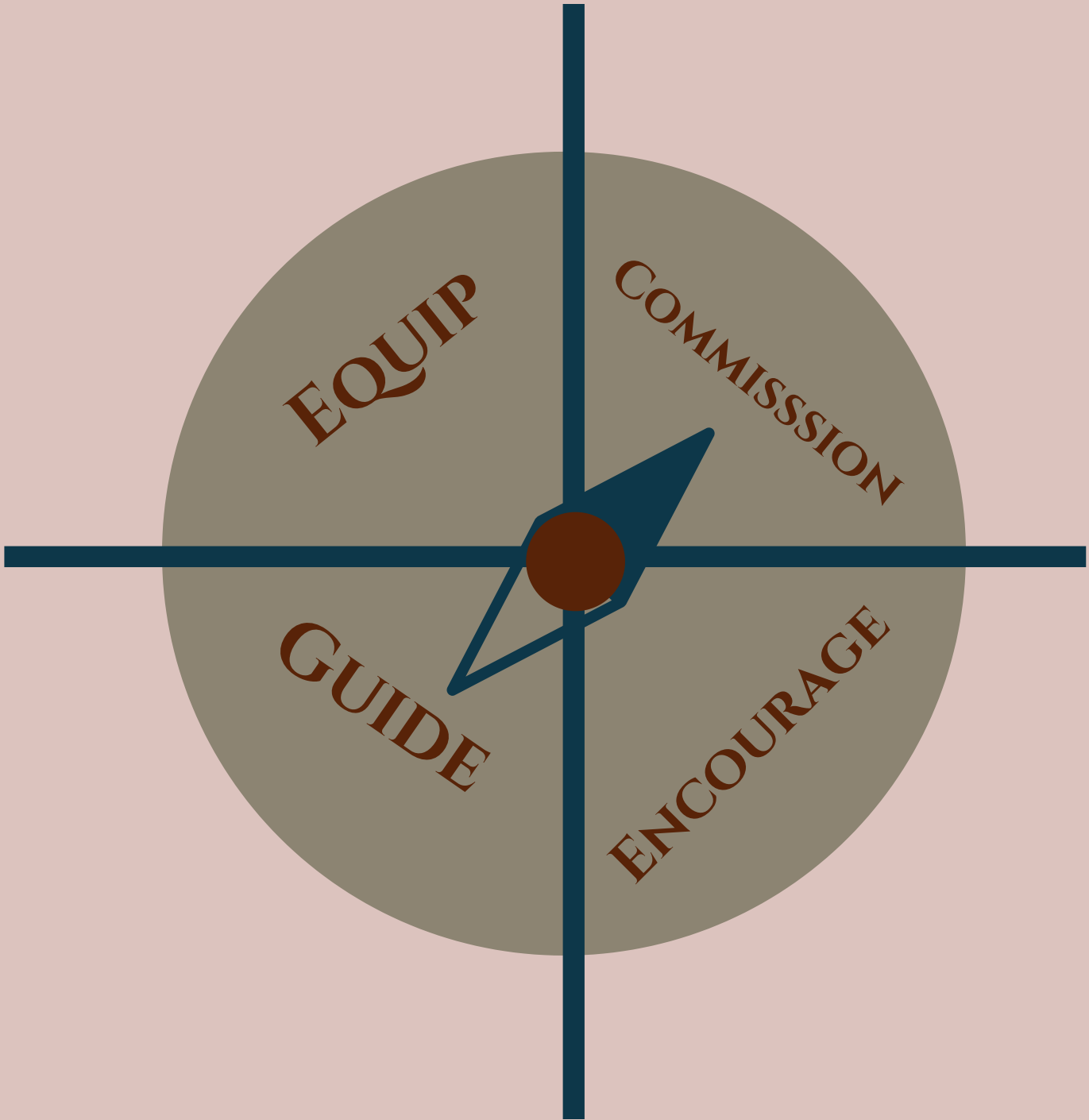


PARENTING ROLES COMPASS

INCREASED RESPONSIBILITY

RESTRICTED CONTROL

RELEASED CONTROL



DECREASED RESPONSIBILITY

PARENTING ROLES

(MODIFY BASED ON INDIVIDUAL, TASK, AND CONTEXT)

- GUIDE -- MORE **AUTHORITARIAN** APPROACH. USE WHEN DEALING WITH INDIVIDUALS THAT EXHIBIT DECREASED LEVELS OF RESPONSIBILITY AND FOR WHOM CONTROL MUST BE RESTRICTED FOR THE TASK AT HAND.
- ENCOURAGE -- MORE **AUTHORITATIVE** APPROACH. USE WITH INDIVIDUALS WHO EXHIBIT HIGHER LEVELS OF COMPETENCE, BUT WHO LACK MOTIVATION FOR THE TASK AND, THEREFORE REQUIRE A BIT OF SUPPORT.
- EQUIP -- MORE **PERMISSIVE** APPROACH. USE WITH INDIVIDUALS WHO EXHIBIT HIGHER LEVELS OF RESPONSIBILITY, BUT WHO LACK COMPETENCE FOR THE TASK AND, THEREFORE REQUIRE INSTRUCTION.
- COMMISSION -- MORE **UNINVOLVED** APPROACH. SHOULD BE USED WHEN THE INDIVIDUAL IS READY TO BE ENTRUSTED WITH THE TASK WITH LITTLE OR NO SUPERVISION OR ASSISTANCE.

