

# STRUCTURE

Structure is about communication and information. It is about seeing the person as a learner. If we see ourselves as teachers and mentors, any hint of behavior modification falls to the wayside, because our point of view changes.

Take yourself for example, when you are learning something new, how would you like others around you to interact with you? Would you prefer someone to gently lead, remind and reteach you or become frustrated at the first sign of misunderstanding? Structure is first about the clear communication in any given relationship, and secondly about the plan action.

In order for structure to be implemented well, we must continue to create the foundation of a solid relationship: within these relationships, those we serve know that they will not be threatened, or that their vulnerabilities will be used against them. In all of this we must continue to be a positive role model.

Structure equips people to learn, and understand what to expect throughout their day and how to interact with people in relationship: in both the good and bad times. When people feel respected and honored in relationships we then generate trust, and help facilitate emotional health: in turn, people want to be around us.



**BE DILIGENT...**  
**BE PRESENT...**  
**BE A GUIDE...**  
**REPEAT**

- 1** Do we assume that structure is something solely to be implemented? While a plan is good and needed, what are some ways that you can develop your relationship with those you serve, so they 'know what to expect' in an authentic and true friendship?
- 2** In what ways is 'structure' evident in the lives of those you serve?
- 3** As a team, talk about the balance of structure from an individual relationship perspective to a team perspective. What needs to be consistent across the entire team? What can we learn from each other?

Read the examples below and then answer the questions that follow. As you work with Individuals this month, try to think about ways to enhance their sense of having a life structure.

**A** Johnny and his support are planning to go to the store today. Johnny asks the caregiver, “When are we going to the store?” The caregiver responds, “Not right now. We’ll go later.”

Describe how structure is lacking in this situation. Is there anything that is being assumed?

List suggestions for how the caregiver could have done a better job of facilitating structure for Johnny.

**B** Every Tuesday Sally volunteers her time at a local organization. However, on this Tuesday, the support decides to take Sally to the park instead.

Describe how structure is lacking in this situation. Is there anything that is being assumed?

List suggestions for how the caregiver could have done a better job of facilitating structure for Sally.