

# RONALD V. MCGUCKIN AND ASSOCIATES

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## MOTHERING VS. MANAGING

Mothers solve all your problems.

Managers empower, encourage, and train employees to find their own solutions.

You can tell your mother anything.

Managers do not want or need to know.

Mothers remind you, remind you, remind you.

Managers should expect employees to be responsible for their own jobs and supply assistance when asked or when performance requires intervention.

Mothers worry and lose sleep anticipating problems.

Managers should plan, guide, and direct.

Managers should deal with problems now.

Mothers feel responsible for children's behavior.

Managers should hold employees responsible for their own behavior and performance.

Mothers never take a day off.

Managers should train their staff to do their jobs. Managers must be consistent about their management style so employees can and will make decisions in their absence.

**Physiological Needs:** Provide employees with adequate income and benefits so they can cover their basic needs.

**Safety Needs:** Provide a safe work environment. Arrive at mutually agreed upon performance standards based upon the job description. Advise employees of expectations and consequences. Alleviate the fear of the unknown.

**Social Needs:** Let employees know the importance of their job to the program. Use team approaches to classroom, center, component and agency issues. Provide some social opportunities – holiday parties, year-end picnic, in-services luncheons, etc.

**Esteem:** Provide personal and public recognition for achievement such as, rewards, new titles, letters of commendation, employee of the month, etc.

**Self-Actualization:** Employees on this level are seeking self-improvement. A challenging job with self-responsibility and authority is needed. Provide special projects and advanced training.