

Gathering the Right Tools: Personalities within the Early Intervention Team

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The Tool Box

- The place where team members gather to build the *Parent-Infant-Sibling Program*
- *Family involvement* is a very strong predictor of early language development
- The TOOL BOX should be at the building site. Meet in the home whenever possible.

What are we building?

- A program for the young deaf/HOH child
- A program for the parents
- A program for the siblings

Picking the Tools

Identifying the Tools

- Usually the tools are not chosen, they are assigned.
- The tools may be assigned to many other building projects.
- The tools may have completed projects together before.
- Parents are tools too.

What about these tools?

- Personality traits
- Strengths
- Weaknesses
- Tips on developing a positive connection
- Likely roles on the team
 - Any tool can work in any occupation
 - Parents come as many different tools

The HAMMER strengths

- Logical, direct, honest
- Highly disciplined
- Makes decisions quickly
- Thrives on competition
- Self confident
- Efficient in emergencies
- Reliable and dependable

HAMMER limitations

- Self seeking (what's in it for me)
- Promotes conflict for personal gain
- Always has to be right
- Cannot relax unless producing something
- Defiant of authority
- Inconsiderate of others' feelings
- Tactless
- Bored with idle chatter
- Condescending, intimidating
- Poor listener
- Judges outcomes based on efficiency, not effectiveness
- Insensitive decision making
- Uncompromising
- Always has the final say

"I'm sorry that we argued...I hate it when you're wrong."

Connecting with a **HAMMER**

- Do your homework, present position logically, have your facts and figures right
- Be direct, brief, specific
- Offer them leadership in the box
- Promote and compliment their intelligence
- Don't embarrass them
- Don't argue from an emotional perspective
- Avoid indecisiveness
- Don't take their arguments personally
- Don't wait for them to ask your opinion

HAMMER

careers or roles

- School superintendent
- School or AEA administrator
- Lawyer
- Doctor
- Parent

The SCREWDRIVER strengths

- Stable, dependable
- Sincere, emotionally deep
- Analytical
- High achiever, purpose driven, goal oriented
- Great conversationalist
- Active listener, remembers feelings and thoughts shared
- Receptive to others' ideas and suggestions
- good planner, superb follow through
- Gives more than required or expected

SCREWDRIVER limitations

- Highly emotional, emotional arguments
- Smug, self-righteous
- Perfectionist
- Hovering, controlling
- Opinionated
- Expects others to be sensitive
- Frustrated by lack of team cooperation
- Over plan, over prepare
- Critical of self and others
- Gets overextended
- Struggles with rational thinking

"Let me just take care of it myself."

Connecting with a **SCREWDRIIVER**

- Be sensitive and soft spoken
- Be well-mannered
- Appreciate them
- Give them time to gather thoughts
- Be loyal
- Don't promote too much change
- Don't demand perfection
- Don't use guilt

SCREWDRIIVER

careers or roles

- Teacher
- Homemaker
- Psychotherapist, counselor
- Minister
- Nurse
- ITHI
- Audiologist

SOCKET WRENCH strengths

- Quiet, reflective, peaceful
- Patient with self and others
- Kind, compatible
- Sees all sides of every issue
- Active listener
- Accommodating
- Calm under pressure
- Great negotiator
- Slow to anger
- Values diversity, non-biased
- Liked by most people

SOCKET WRENCH limitations

- Appears detached
- Bashful, unsure of self
- Easily manipulated
- Lazy, unmotivated
- Passive
- Fears confrontation
- Agrees only to please others
- Does not take firm stand on issues
- Poor disciplinarian
- Passive aggressive

"Truce is better than friction."

Connecting with a **SOCKET WRENCH**

- Be kind
- Be logical, clear, and firm
- Be patient, gentle, simple and open
- Be casual, informal and relaxed
- Accept written communication
- Do not demand leadership
- Do not force confrontation

SOCKET WRENCH careers or roles

- **Preschool teacher**
- **Bureaucrat**
- **Computer programmer**
- **Recreation leader**
- **Homemaker**
- **TOD, ITHI**

HOT GLUE GUN strengths

- Optimistic, rarely depressed
- Likes self, likes others, liked by others
- Loves to volunteer
- Quick thinker, spontaneous
- Superb conversationalist, charismatic
- Values play time, fun
- Flexible and forgiving
- Teachable, accepts guidance
- Entertaining

HOT GLUE GUN limitations

- Need to look good socially
- Unreliable, irresponsible, uncommitted
- Lots of talk, lack of action
- Exaggerates successes, omits unpleasant truths
- Speaks before thinking, interrupts
- Poor listener, forgets what has been said
- Disorganized, scattered in too many directions

"Hard work may not kill me, but why take a chance?"

Connecting with a **HOT GLUE GUN**

- Be positive and proactive
- Praise them
- Touch them physically
- Accept their playful teasing
- Give them fun things to do
- Allow them to be verbal
- Don't ignore them
- Don't demand perfection
- Don't control their schedule or consume too much of their time
- Don't under estimate them as a lightweight social butterfly

HOT GLUE GUN careers or roles

- Consultant
- Secretary
- Minister
- Homemaker
- Speech Therapist
- ITHI

Other Tools to Gather

- Tape measure
- Duct tape
- Stud finder