

About My Green Child

Here are a few things to know about how

_____ is wired so this year can be a success.
child's name

My child is an **internal processor. They think before they speak.**

You might find that they...

- Don't respond right away to questions (or will say, "I don't know" if they are still thinking).
- Hesitate to join class discussions.
- Need to be invited to share their thoughts.

My child is **people-oriented. They like connecting with others more than completing tasks.**

You might find that they...

- Talk with classmates and struggle to stay focused on work.
- Would rather collaborate with others than work alone.
- Put off assignments that are not urgent (or opt out if they aren't required).

These are some of my child's **strengths.**

- Easy going
- Kind
- Considerate
- Good friend
- Forgives easily
- Great team player
- Calm
- Generous
- Patient
- Quiet but witty

These are some of my child's **struggles.**

- Indecisive
- Hesitant to join in
- Shy
- Unexpressive, unenthusiastic
- Stubborn
- Messy
- Sarcastic
- Can get stuck in worry or fear
- Easily influenced by others
- Unmotivated, undisciplined



To motivate my child and bring out their best...

- **Let them do one task at a time.** They can feel overwhelmed by too many requirements and may have a hard time getting started on any of them.
- **Invite them to share their thoughts, opinions, and feelings.** They will rarely speak up on their own, but like being asked to join in when they're ready.
- **Be kind in your criticism.** They are deeply sensitive to disappointing others.
- **Show curiosity about their interests.** The best way to see a glimpse of their enthusiasm is to engage with the topics and hobbies they like.
- **Offer them chances to lead.** They have the people skills to be a great leader.

It will likely demotivate my child if you...

- **Push them to participate.** They are most comfortable observing before joining in.
- **Mistake their quiet for apathy.** They may not speak up often or outwardly show enthusiasm, but that doesn't mean they're disengaged.
- **Expect them to meet rigid deadlines.** They often complete work immediately or at the very last minute and can sometimes struggle with time management.
- **Don't ask for their thoughts.** They want to share their views and opinions but need time to process them first.
- **Stress them with loud conflict.** They respond best to correction that is delivered calmly and quietly.

If you could partner with me to develop my child in one area it would be ...

BUILD-UP GUIDE:

Words to Fill a Phlegmatic's Needs

Phlegmatic children are wired to need harmony, a feeling of worth, a lack of stress, and respect.

If you have a Phlegmatic child in your family, in your classroom, or on your team, consider this your action cheat sheet—a list of things you can do to fill those needs and show them how much you value their innate wiring.

BUILD UP A PHLEGMATIC BY...

Asking for their thoughts, opinions, and feelings.

- › Toddler: “Your sister asked for pancakes this morning. How does that sound to you?”
- › Tween: “What project topic would you like to choose? You know better than I do what you’re interested in.”
- › Teen: “Your opinion matters. What do you think about all of this?”

Showing curiosity about their interests.

- › Toddler: “Wow! You know so much about trains. What else can you teach me?”
- › Tween: “I noticed you’re on the last few pages of your sketch pad. I’m so interested to see what you’ve drawn.”
- › Teen: “Tell me more about this game. It looks like you just reached a new level.”

Giving them time to process.

- › Toddler: “Our class will have free-choice time later this morning. Start thinking now about what you’d like to play.”
- › Tween: “There’s no rush to decide right now. You have time to think about it. Sign-ups close on Thursday.”
- › Teen: “I value and respect your input. Think about it and we can talk more later.”

Handling conflict calmly and quietly.

- › Toddler: “I cannot let you ignore your brother. Let’s sit on the couch until we can both name our feelings.”
- › Tween: “Since it’s just us, is now an okay time to talk about what happened after school?”
- › Teen: “I have something I want to mention to you. Will you wait for me after practice?”

Revisiting past successes.

- › Toddler: “You zipped your coat all by yourself yesterday. I believe you can do it again today.”
- › Tween: “You got so much praise for your performance last time. Your practice really paid off.”
- › Teen: “Remember how you came through in the clutch earlier this season?”

Being flexible yet clear about timelines.

- › Toddler: “The sooner you get dressed, the sooner we can leave for Grandma’s. She’s so excited to see you!”
- › Tween: “Please clean your room. Anytime before dinner is fine.”
- › Teen: “Can you please help your sister with her homework? It will take less than 20 minutes.”

Listening completely, without interrupting.

- › Toddler: “Then what happened?”
- › Tween: “Tell me more, I’m interested.”
- › Teen: “I’m curious. Go on...”

Focusing on one task (or step) at a time.

- › Toddler: “Let’s start by just putting away the dress-up clothes. Then you can choose what’s next.”
- › Tween: “Cite three sources in your final paper. I’m here if you require some help.”
- › Teen: “I know you want a summer job. I suggest sending Mr. Collins an email asking if he’s hiring. What’s your idea?”

Caution!

Saying or doing things that deprive a child of their innate needs—intentionally or accidentally—won't bring out their best. So, consider this your cheat sheet of words and actions to avoid if you have a Phlegmatic child in your family, in your classroom, or on your team.

YOU MAY TEAR DOWN A PHLEGMATIC BY...

Expecting things done at your pace, not theirs.

- › Toddler: "Dinner is over. I'm sorry you didn't have time to finish."
- › Tween: "I thought you'd have this done by now."
- › Teen: "You still haven't started? It's due tomorrow!"

Pushing their involvement or interaction with others.

- › Toddler: "Don't just watch. Go ask if you can play too."
- › Tween: "You have to go. I already signed you up."
- › Teen: "Why won't you at least try out?"

Not giving them time to recharge.

- › Toddler: "We have two more errands to run. Then we're meeting the Millers at the playground."
- › Tween: "I need you up early to help me with yard work."
- › Teen: "You have too much to do to be laying on the couch."

Mistaking their quiet for apathy.

- › Toddler: "I guess you don't care."
- › Tween: "Are you even paying attention?"
- › Teen: "Clearly this isn't important to you, or you'd say something."

Forcing them to make quick decisions.

- › Toddler: "They're only pajamas. Just pick a pair."
- › Tween: "I need to let her know right now whether you're going or not. You're so indecisive."
- › Teen: "Do you want to come? I'm about to buy the tickets. Make a decision already."

Taking advantage of their kindness.

- › Toddler: "She wanted the pink plate, and I knew you wouldn't mind the blue one."
- › Tween: "Mrs. Garcia needs help this afternoon, so I told her you'd come over."
- › Teen: "You don't mind dropping your sister off on the way, do you?"

Allowing loud or unsettled conflict.

- › Toddler: "NO!"
- › Tween: "Do I have to do EVERYTHING around here?"
- › Teen: "We'll have to talk about this later. I don't have time right now."

Stressing them with expectations.

- › Toddler: "You don't need my help. I know you can do it alone."
- › Tween: "I'm sure you'll love piano as much as I did."
- › Teen: "There's no reason you can't be a starter on the varsity team."

Gauging Innate Needs

Use this exercise to gauge how *full* or *empty* a child's innate needs are right now.

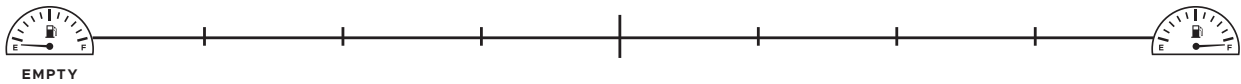
Directions

- Find and mark the four scales for the child's likely temperament. *(You can ignore the gauges for the other three temperaments.)*
- When you're finished, consider these questions:
 - Did the definitions/statements change the way you think about any of the child's needs? If so, how?
 - Did this exercise reveal any of the child's need(s) that you may have been overlooking? What is one way you could start filling that need?

SANGUINE YELLOW

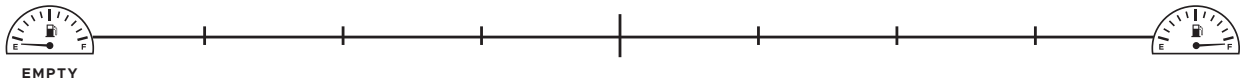
Need: Approval

They feel liked for who they are, flaws and all.



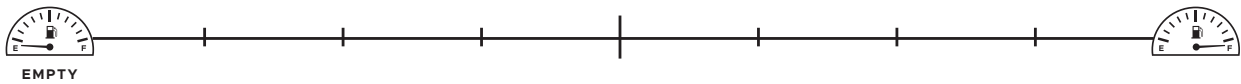
Need: Acceptance

They are often included or invited by others.



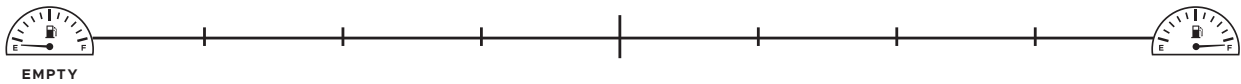
Need: Attention

Others give them focused attention and eye contact when they're talking.



Need: Affection

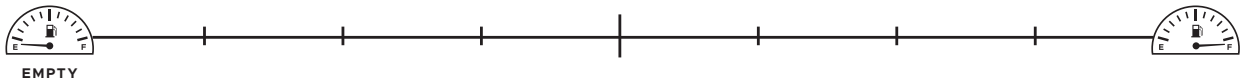
They feel seen and celebrated when they're nearby.



CHOLERIC RED

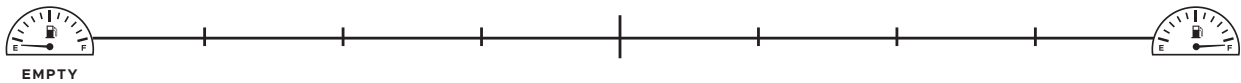
Need: Loyalty

They feel like the people closest to them have their back.



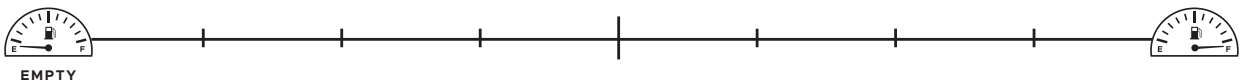
Need: Sense of Control

They are given the freedom to come up with plans, and others typically cooperate.



Need: Appreciation

They are celebrated for their unique contributions (at home, at school, and in friendships).



Need: Credit for Work

The effort they give to tasks is noticed and appreciated.

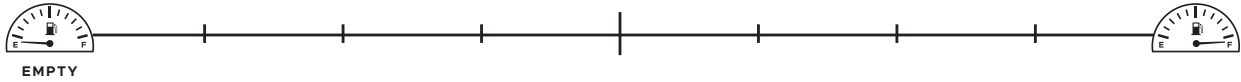


Gauging Innate Needs

MELANCHOLIC BLUE

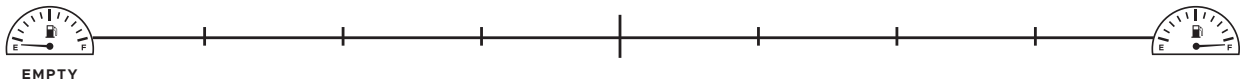
Need: Safety

They feel protected by and able to trust those closest to them.



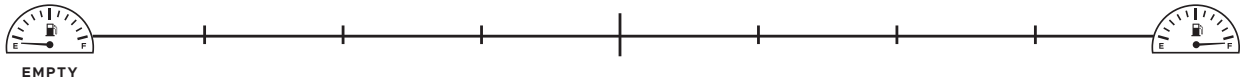
Need: Sensitivity

Others are considerate of their feelings.



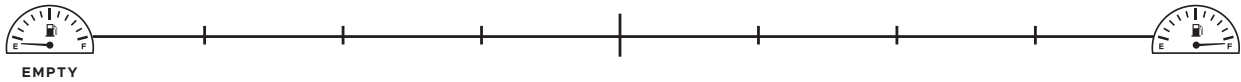
Need: Support

Others notice when they need help and offer it.



Need: Space and Silence

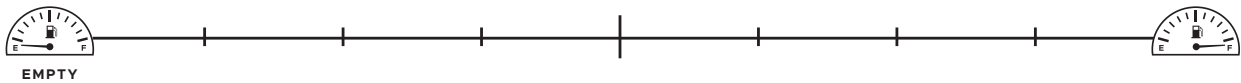
They have time each day that is uninterrupted by noise or people.



PHLEGMATIC GREEN

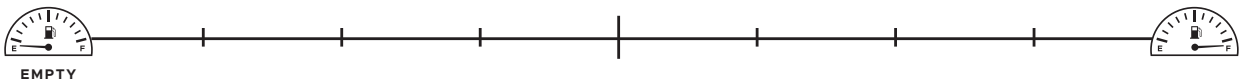
Need: Harmony

They are not engaged in conflict, and everyone around them is getting along.



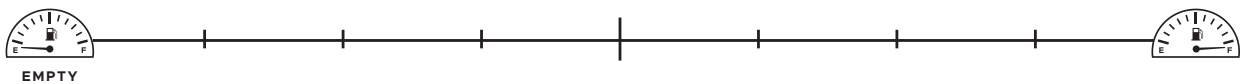
Need: Feeling of Worth

They are celebrated for their unique talents and traits.



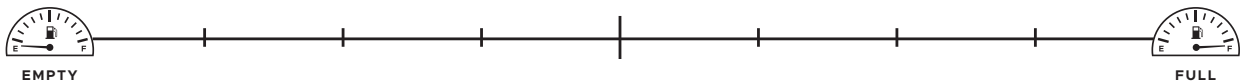
Need: : Lack of Stress

They have time each day to relax and not feel pressured by anyone else.



Need: Respect

Others ask for and value their thoughts and opinions.



SAY THIS, NOT THAT:

Words to Celebrate a Phlegmatic's Strengths

Words are powerful. The right ones at the right time can change a child's life for good. The trouble is that the wrong words can too.

As a parent, teacher, coach, or other grown-up, every word you say to a child will build them up or tear them down. The choice is yours... after all, *every word you use is a word you choose.*

Let's look at what to say (and what not to say) to a Phlegmatic child.

SAY THIS

- 1 You are such a **kind and caring** classmate.
- 2 Thanks for always being so **accommodating**.
- 3 Your **quiet humor** and **quick wit** is one of my favorite things about you.
- 4 Your friends are lucky to know such a **great listener**.
- 5 Thank you for being **friendly** to our new student. You made her feel welcome today.
- 6 I'm impressed that you stayed so **calm**.
- 7 Traveling with someone as **happy** and **easygoing** as you is the best!
- 8 You're the kind of **caring leader** our team needs.
- 9 Would you help them **resolve** this?

- 10 That took longer than expected. Thank you for being **patient**.
- 11 You're always thinking about others. You have such a **generous** spirit.
- 12 Great job being **polite and well-mannered**. Talking to adults can be intimidating.
- 13 I admire you for showing **common sense** and leaving when you did.
- 14 I love that you're **willing to share** with your sister.
- 15 Thanks for being so **agreeable** about the plan for today.
- 16 You stayed busy all that time **by yourself**? That's fantastic!
- 17 You're always there when I need you. Thanks for being so **supportive**.
- 18 You're an **important part of the team**. We couldn't succeed without you.
- 19 Our family is grateful to have a babysitter as **reliable** as you.
- 20 You've been the most **consistent** player all season. It's great to know I can count on you.

There is no magic in the sample words and phrases I've provided. Look closely and you may notice that they coincide directly with the list of Phlegmatic strengths. Building up a child with your words is as easy as affirming the strengths they are wired with.

So, if you ever get stuck coming up with the right thing to say, simply tell a child, "I believe that you are so **(insert strength)**."

NOT THAT

Here are the kinds of words to avoid when speaking to a Phlegmatic child:

- 1 *You never participate in class discussions. I can't even tell if you're awake.*
- 2 *Why don't you ever have an opinion of your own?*
- 3 *This is not the time for wisecracks. Stay on task.*
- 4 *I wish you cared as much about schoolwork as you do that video game.*
- 5 *You can't seem to finish anything on time.*
- 6 *Do you even care? Show some energy and emotion, please.*
- 7 *I'm tired of making all the decisions. You lead the way for once.*
- 8 *If you're going to be a team leader, you need to be more assertive.*
- 9 *We don't have all day to talk it over.*
- 10 *Come on! Keep up. You've gotta move faster.*
- 11 *If you don't watch out, people will take advantage of your kindness.*

12 *Speak up next time. Don't let them run all over you.*

13 *It's nothing to be worried about. Get out of your own head.*

14 *Share at your own risk. If your sister breaks it, you're not getting another one.*

15 *We should be out the door by now, and you're not even ready. Hurry up!*

16 *What have you been doing all this time? You haven't gotten anything accomplished!*

17 *Maybe you should worry less about others and take care of your own stuff.*

18 *If you don't choose, I'm just going to sign you up.*

19 *Don't you have anything planned for today?*

20 *You don't seem very motivated. Let's see some hustle!*

You don't have to say something mean to tear down a child with your words. Anything that undermines or devalues the strengths they are wired with is likely to have a negative emotional impact.

Be on guard for words that may be twisting their strengths or criticizing (rather than coaching them through) their weaknesses.

PHLEGMATIC STRENGTHS

- 1 Easygoing
- 2 Kind, considerate
- 3 A good friend
- 4 Calm
- 5 Agreeable, accommodating
- 6 Plays and works well alone
- 7 Forgives easily
- 8 Generous, willing to share
- 9 Patient
- 10 Reliable
- 11 Happy
- 12 Well-behaved, good manners
- 13 Great team player
- 14 Helpful
- 15 Common sense
- 16 Warm, friendly
- 17 Content
- 18 Consistent
- 19 Witty
- 20 Good listener

PHLEGMATIC WEAKNESSES

- 1 Indecisive
- 2 Slow, even sluggish
- 3 Would rather watch
- 4 Unenthusiastic, unexpressive
- 5 Stubborn
- 6 Resists change
- 7 Messy
- 8 Resents being pushed
- 9 Sarcastic, teasing
- 10 Can get stuck in worry or fear
- 11 Timid
- 12 Easily manipulated by others
- 13 Hard to get moving
- 14 Uninvolved
- 15 Selfish
- 16 Avoids responsibility
- 17 Unmotivated, aimless
- 18 Too compromising
- 19 Procrastinates
- 20 Can appear lazy



TIPS FOR MELANCHOLIC GROWN-UPS

With a **Sanguine** Child...

1. *Limit your words.* Details are important to you, but a Sanguine child will tune them (and you) out.
2. *Lean in to their optimism.* They can find the bright side of almost anything. When you find yourself dwelling on bad or sad news, let them cheer you up.
3. *Celebrate your differences.* Their wiring is the opposite of yours. When this causes tension, choose to be grateful for what you can learn from each other.
4. *Give them outlets for their energy.* Your need for space and silence is likely to be overwhelmed by their volume, restlessness, and desire for constant company. Try to proactively solve this problem by teaching them that they can be loud outside or that you like hugs before bedtime.

With a **Choleric** Child...

1. *Don't take it personally.* Their tendency to argue and challenge is not a reflection on you, your intelligence, or your competency.
2. *Give them the space and freedom to make decisions.* Choleric children insist on doing things “their way,” which will sometimes conflict with “the right way” in your opinion. When the stakes are low, let them give it a try.
3. *Provide opportunities for them to have some control.* Look for occasions when you can (safely) let them be in charge. But be forewarned: You may have to keep your perfectionism in check.
4. *Keep communication short and to the point.* Skip the supporting details unless they push you to prove your point. The shorter, the better.

With a **Melancholic** Child...

1. *Don't transfer your fear and worry onto them.* Even though you share the same wiring, you have very different life experiences. Allow them to make up their own mind rather than inheriting your views, fears, and worries.
2. *Use criticism and correction gently.* You know the toll that harsh words can take on a *blue* child who is already so hard on themselves. Speak gently.
3. *Make room for mistakes.* Disconnect your affection from their achievement so it is not implied that they are unworthy or unloved when they make mistakes.
4. *Prepare them; don't scare them.* Teach them how to cope with (rather than be controlled by) anxious thoughts. Leverage their natural problem-solving skills with questions like, “*What’s your Plan B?*” and, “*What could you do differently next time?*”

With a **Phlegmatic** Child...

1. *Be kind in your criticism.* Aim to be direct, yet gentle. Harsh or constant criticism will cause a *green* child to withdraw and give up.
2. *Leave out unnecessary details.* A Phlegmatic child can quickly get overwhelmed by too many details. Say only what’s necessary to get your point across.
3. *Don't nag or lecture.* Phlegmatics do not aim for or expect perfection like you do. Nagging or lecturing will not change this; it will only trigger resentment.
4. *Watch your moods.* To an agreeable *green* child, your tendency toward moodiness can feel controlling as they constantly adjust to your emotional state, and they will start to shut down.



TIPS FOR PHLEGMATIC GROWN-UPS

With a **Sanguine** Child...

1. *State expectations clearly so they know what is required.* If you want something done a certain way, say so. Otherwise, a Sanguine is likely to get creative (or distracted).
2. *Show enthusiasm with your body language.* Even if it feels forced or unnatural to you, try to match their emotion with an extra big smile, an audible laugh, or maybe even jazz hands once in a while.
3. *Verbalize your affection and love.* Don't just think it, say it! Anytime you feel warmly toward a Sanguine child, speak up. They long to hear your words of affirmation.
4. *Try to appreciate and find joy in their energy.* When they're ready for the next adventure and you're ready for a nap, try to be delighted (rather than overwhelmed) by their zest for life.

With a **Choleric** Child...

1. *Try to stay calm.* In the face of a Choleric's power, control, and energy, lean in to your natural ability to stay calm in the midst of chaos.
2. *Advocate for yourself and your ideas.* It won't occur to a Choleric child to ask for your opinion or consider your feelings.
3. *Try not to let their strong will overwhelm you.* Choleric children crave debate, competition, and challenge. So, you may have to work hard to find the harmony and lack of stress you need.
4. *Stay consistent with rules, discipline, and punishment.* Choleric children will push the boundaries in search of safety and structure. Backing down or letting things slide will only make them push harder.

With a **Melancholic** Child...

1. *Avoid becoming “emotional Velcro.”* You are wired to accommodate and adjust to others’ moods, but guard against being dragged up and down too much by a Melancholic’s emotions.
2. *Pay attention to the details.* You may feel overwhelmed or paralyzed by too many details, but a Melancholic child will feel prepared and empowered.
3. *Model patience and contentment.* Your wiring can help a *blue* child learn how to be patient with themselves and content with the world, even when things aren’t perfect.
4. *Speak up when they shut down.* When they isolate or slip into silence, fight your urge to ignore the situation and hope it goes away. It’s your job as the grown-up to dig deep and stay engaged until they are back on track.

With a **Phlegmatic** Child...

1. *Lead the way in uncomfortable conversations.* You are both wired to avoid conflict and confrontation. Even though it doesn’t come naturally, as the grown-up, you’re responsible for speaking up first when there’s an issue to be addressed.
2. *Embrace the extra work.* Supporting a child’s interests will likely mean extra work for you. You may have to give them rides, manage schedules and gear, or even be their coach. Try to rise to the occasion when required.
3. *Create structure... and stick to it.* Establishing routines will help you create the chaos-free environment a *green* child craves without ongoing effort needed from you.
4. *Make sure your feedback is consistent.* You know firsthand how much a *green* child wants to avoid disappointing anyone. Make sure you’re on the same page as their other parent, teacher(s), or coach(es) to avoid giving them conflicting information and putting them in a no-win situation.



TIPS FOR CHOLERIC GROWN-UPS

With a Sanguine Child...

1. *Resist the urge to multitask.* A Sanguine child's stories can be wordy. You may be tempted to knock out a task or two while you (half-heartedly) listen, but they deeply crave your undivided attention and eye contact.
2. *Let them make their own decisions.* They'll show off their sparkle if you let them choose things for themselves.
3. *Tone down your volume.* The most effective way to get them to moderate their volume is to moderate yours.
4. *Relax and have fun (at least try to).* Think of this as an item on your to-do list. It may not feel productive at the time, but it will have a huge relational payoff.

With a Choleric Child...

1. *Prepare for battle.* It might feel like a daily fight to prove who is the adult. Though you'll be inclined to power up, instead pause. Then show curiosity and interest. It will be more effective.
2. *Try not to pull rank.* You know how it feels when your opinion isn't considered. Seek their input whenever possible. Even when it won't ultimately change your decision, allow them to be part of the discussion.
3. *Redirect toward solutions.* Since you're both skilled debaters, discussions may drag way past the point of being productive. Steer toward resolution to avoid getting stuck in endless arguments.
4. *Give them opportunities to choose and make decisions.* Sure, you could (and let's be honest, would be happy to) make every decision. That makes it an even more meaningful gift when you let a Choleric child decide.

With a **Melancholic** Child...

1. *Go out of your way to encourage them.* A *blue* child wants to please you and will get easily discouraged if they think they're falling short. Though it may not come naturally, compliment and praise them effusively.
2. *Be patient.* You may feel like their slower pace is unproductive, but remember, they are wired for planning, problem-solving, and perfection. While you're aiming for done, they are aiming for excellence.
3. *Don't add fuel to the fire.* Melancholic children are already so hard on themselves. When they don't meet your expectations, remember that they are more upset about it than you are.
4. *See their sensitivity as a strength.* They are attuned to emotion; you are intolerant of emotion. Be careful not to criticize one of their greatest strengths just because you can't relate.

With a **Phlegmatic** Child...

1. *Dial down your intensity and speed.* A Phlegmatic child will never match your sense of urgency. They are wired to move slower. Whenever possible, defer to their pace.
2. *Motivate their way, not yours.* A Phlegmatic child is more motivated by support and encouragement than threats and challenges.
3. *Solicit their opinions and ideas.* In the face of your decisiveness, a Phlegmatic child will not proactively speak up—especially if they disagree with you. Try to pause and ask for their thoughts.
4. *Help them discover their interests.* If you want to get a Phlegmatic child moving, find what interests them. (It's often just one or two things.)



TIPS FOR SANGUINE GROWN-UPS

With a **Sanguine** Child...

1. *Be an active listener.* When they're telling a story, give them the eye contact and undivided attention you crave. And do your best not to interrupt or add your own commentary.
2. *Share the stage.* Be intentional about creating opportunities for them to outshine you. Let them lead the class discussion or tell the funny story from your last vacation.
3. *Check the facts.* Before getting too carried away by emotion or enthusiasm, help each other slow down and consider: What are the facts of this situation? Is this wise? Is it safe?
4. *Establish systems.* You won't be able to rely on them to remember their rehearsal schedule or where they set down the car keys. So do your best to establish organizational systems to keep you both on track.

With a **Choleric** Child...

1. *Tone down your enthusiasm.* Choleric children are energetic and adventurous like you, but even they will not want to match your energy level most of the time.
2. *Not everything needs to be fun.* Some of what you would call "fun," they would call "foolish." Choleric children do not want to look stupid or play games they cannot win.
3. *Give facts.* Choleric children are rarely persuaded with emotional arguments like, "It might hurt her feelings if you don't go." Logic is your strongest weapon.
4. *Use fewer words.* Choleric children stop listening the minute they get the gist of what you're saying. If you want them to hear you, get to the point quickly.

With a **Melancholic** Child...

1. *Avoid oversharing or calling attention to them.* A *blue* child does not want to be the topic of your story or punchline of your joke unless they have given you permission.
2. *Focus on facts and details.* Precision and accuracy are important to Melancholics. They do not want to be unprepared or late, so give them the facts and keep an eye on the time.
3. *Make space for their feelings.* Your naturally sunny attitude can make you almost allergic to others' unpleasant emotions, but a *blue* child doesn't want to be cheered up instantly. They crave empathy, not optimism.
4. *Avoid judging a book by its cover.* A Melancholic child may be having a great time even if they aren't smiling or bubbling with enthusiasm. They are wired to be serious or reserved, which means fun looks different on their face than yours.

With a **Phlegmatic** Child...

1. *Be a cheerleader.* You are wired to be an inspiring motivator. Leverage that strength when a Phlegmatic child could use a nudge to speak up or join in.
2. *Avoid poking fun.* Be careful that your desire for humor and fun doesn't come at the expense of a *green* child who already tends to struggle with doubt and self-worth.
3. *Let them recharge.* Your endless need for fun and people can exhaust a Phlegmatic child. Pay attention to nonverbal cues that suggest they've had enough. Or better yet, ask them if they need a break.
4. *Stay on time and on task.* Both *yellows* and *greens* tend to lose track of time and get distracted from goals. As the grown-up, try your best to keep things on track.

About My Green Child

Here are a few things to know about how

_____ is wired so this year can be a success.
child's name

My child is an **internal processor. They think before they speak.**

You might find that they...

- Don't respond right away to questions (or will say, "I don't know" if they are still thinking).
- Hesitate to join class discussions.
- Need to be invited to share their thoughts.

My child is **people-oriented. They like connecting with others more than completing tasks.**

You might find that they...

- Talk with classmates and struggle to stay focused on work.
- Would rather collaborate with others than work alone.
- Put off assignments that are not urgent (or opt out if they aren't required).

These are some of my child's **strengths.**

- Easy going
- Kind
- Considerate
- Good friend
- Forgives easily
- Great team player
- Calm
- Generous
- Patient
- Quiet but witty

These are some of my child's **struggles.**

- Indecisive
- Hesitant to join in
- Shy
- Unexpressive, unenthusiastic
- Stubborn
- Messy
- Sarcastic
- Can get stuck in worry or fear
- Easily influenced by others
- Unmotivated, undisciplined



To motivate my child and bring out their best...

- **Let them do one task at a time.** They can feel overwhelmed by too many requirements and may have a hard time getting started on any of them.
- **Invite them to share their thoughts, opinions, and feelings.** They will rarely speak up on their own, but like being asked to join in when they're ready.
- **Be kind in your criticism.** They are deeply sensitive to disappointing others.
- **Show curiosity about their interests.** The best way to see a glimpse of their enthusiasm is to engage with the topics and hobbies they like.
- **Offer them chances to lead.** They have the people skills to be a great leader.

It will likely demotivate my child if you...

- **Push them to participate.** They are most comfortable observing before joining in.
- **Mistake their quiet for apathy.** They may not speak up often or outwardly show enthusiasm, but that doesn't mean they're disengaged.
- **Expect them to meet rigid deadlines.** They often complete work immediately or at the very last minute and can sometimes struggle with time management.
- **Don't ask for their thoughts.** They want to share their views and opinions but need time to process them first.
- **Stress them with loud conflict.** They respond best to correction that is delivered calmly and quietly.

If you could partner with me to develop my child in one area it would be ...
