

About My **Red** 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 external processor. They think out loud.

You might find that they...

- Speak up right away and *then* figure out what they're trying to say.
- Raise their hand or shout out before you've finished asking the question.
- Inadvertently dominate conversations or interrupt others.

My child is task-oriented. They like the satisfaction of accomplishing things.

You might find that they...

- Resist moving on before they've fully completed a task.
- Would rather work alone than collaborate with others.
- Typically complete work on time and with excellence and may get frustrated when they fall short.

These are some of my child's strengths.

- Competitive
- Articulate
- Comfortable being the leader
- Decisive
- Not easily discouraged
- Independent
- Self-directed
- Determined
- Responsible
- Confident
- Loyal friend

These are some of my child's struggles.

- Can be bossy
- Argumentative
- Unaware of or unsympathetic to others' emotions
- Quick to lose temper
- Decides for and directs others
- Doesn't listen
- Questions authority
- Physical
- Overly opinionated
- Struggles to admit mistakes or that they are wrong



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

- **Recognize their effort and achievements.** They respond positively when their work is celebrated—with stickers, notes, or words of affirmation, for example.
- **Give them something to be in charge of.** They respond well to roles like line leader, team captain, or project lead.
- **Keep communication short and to the point.** They will tune out as soon as they get the gist of what you are saying.
- **Encourage their intellect.** They enjoy being challenged and take pride in exceeding expectations.
- **Have their back/assume the best in them.** A helpful posture when they aren't doing what they're told is, "I know you have a good reason for... Can you tell me what that is?"

It will likely demotivate my child if you...

- **Don't do what you say you'll do.** They get frustrated when plans or expectations change, especially mid-task.
- **Embarrass them in front of others.** They are sensitive about being publicly corrected or made to look/do something foolish.
- **Overlook their work.** They crave rewards for completing tasks.
- **Don't ask for their thoughts.** They want to share their views and opinions.
- **Don't offer opportunities for them to lead.** They are a better follower most of the time if they can be the leader some of the time.

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

BUILD-UP GUIDE:

Words to Fill a Choleric's Needs

Choleric children are wired to need loyalty, a sense of control, credit for their work, and appreciation.

If you have a Choleric 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 CHOLERIC BY...

Giving them something to be in control of.

- › Toddler: “Do you want to play school? You can be the teacher.”
- › Tween: “How would you like to redecorate your bedroom?”
- › Teen: “You lead warm-ups at the beginning of practice.”

Recognizing their work.

- › Toddler: “I love your painting. Let’s hang it on the fridge.”
- › Tween: “I know how complicated the recipe was—the cookies you baked are delicious!”
- › Teen: “I can tell how much work you put into writing this paper. Great job!”

Encouraging their intellect.

- › Toddler: “Can you help me finish this puzzle?”
- › Tween: “For this project, you can choose your own topic—anything that interests you.”
- › Teen: “Where did you learn how to do that? Will you teach me?”

Having their back.

- › Toddler: “I told Dad what a big help you were today with your sister.”
- › Tween: “If you decide not to stay the whole time, I’ll be happy to pick you up early.”
- › Teen: “You have a lot going on today. I’ll take care of that for you.”

Letting them decide.

- › Toddler: “What do you want to wear today?” “What would you like in your lunch box?”
- › Tween: “What activities do you want to participate in this year?”
- › Teen: “We’ll support whatever choice you make about college. We believe in you.”

Keeping communication short and to the point.

- › Toddler: “It’s time to leave. Meet me at the door with your shoes on.”
- › Tween: “This is due on my desk by noon tomorrow.”
- › Teen: “Homework, laundry, dinner. Then we’re out the door by 7:00 for the game.”

Promoting their leadership.

- › Toddler: “Will you be the line leader this week?”
- › Tween: “What an original idea for a business! I know you can make it a success.”
- › Teen: “I think you’d make a great student council president. Have you considered running?”

Speaking logically and realistically.

- › Toddler: “If you touch that, you’ll burn your hand.”
- › Tween: “You’ll have an after-school obligation three days a week if you decide to sign up.”
- › Teen: “Yes, if you leave in the next 10 minutes, you’ll get there on time.”

Caution!

Choleric children are wired to need loyalty, a sense of control, credit for their work, and appreciation.

Saying or doing things that deprive a Choleric child of their 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 Choleric child in your family, in your classroom, or on your team.

YOU MAY TEAR DOWN A CHOLERIC BY...

Making decisions for them.

- › Toddler: "This is the bedtime book I'm going to read you tonight."
- › Tween: "I told Sam's mom you could play after school."
- › Teen: "I signed you up for tutoring on Thursday afternoons."

Not doing what you say you'll do.

- › Toddler: "I know I said we could go to the playground, but I have one more errand to run first."
- › Tween: "Change of plans. Mrs. Thomas is going to bring you home from practice instead."
- › Teen: "Don't worry about turning in your paper. I decided not to count it for extra credit."

Embarrassing them in front of others.

- › Toddler: "Someone picked out their own outfit today. Can you tell?"
- › Tween: "Remember that time you..."
- › Teen: "Math has never been your best subject."

Not listening to their ideas or opinions.

- › Toddler: "That's not how this game is played."
- › Tween: "Let me show you the right way to do it."
- › Teen: "I said no. End of discussion."

Not recognizing their accomplishments.

- › Toddler: "You wrote three of the letters backwards."
- › Tween: "Here's what I think you should work on at practice this week."
- › Teen: "What are you going to do next? Don't slow down now!"

Not believing in their abilities.

- › Toddler: "Ask for my help next time."
- › Tween: "Maybe you should wait and audition next year."
- › Teen: "You can apply if you want to, but..."

Leaving them out of a decision.

- › Toddler: "Your brother wanted macaroni for lunch, so that's what I made."
- › Tween: "We decided you needed a break, so we didn't sign you up."
- › Teen: "I didn't ask because I didn't think you'd care."

Not standing up for them.

- › Toddler: "This is not worth getting upset over."
- › Tween: "I'm sure she didn't mean it that way."
- › Teen: "You got yourself into this mess. Figure it out."

Gauging Innate Needs

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

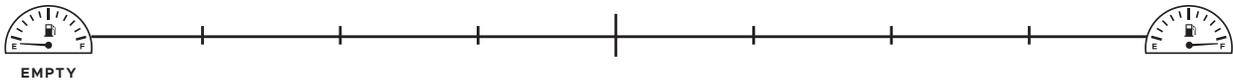
Directions

- 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

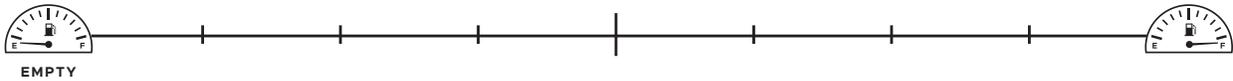
Need: Approval

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



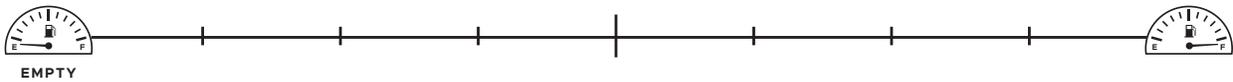
Need: Acceptance

They are often included or invited by others.



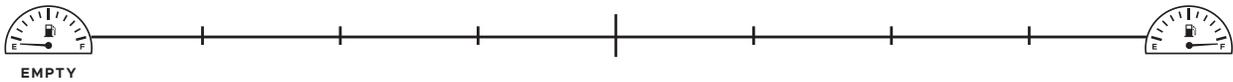
Need: Attention

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



Need: Affection

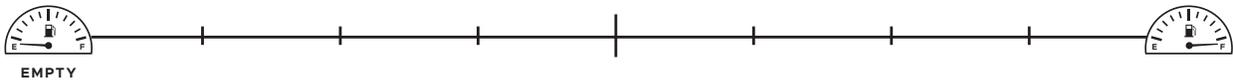
They feel seen and celebrated when they're nearby.



CHOLERIC RED

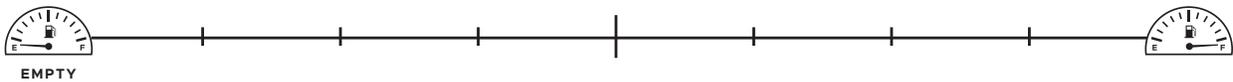
Need: Loyalty

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



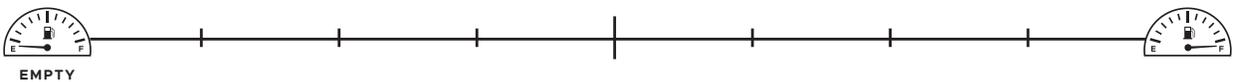
Need: Sense of Control

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



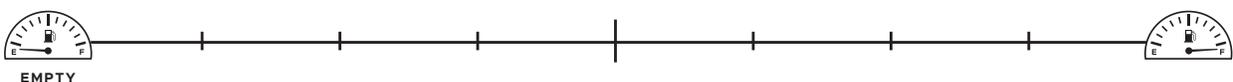
Need: Appreciation

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.

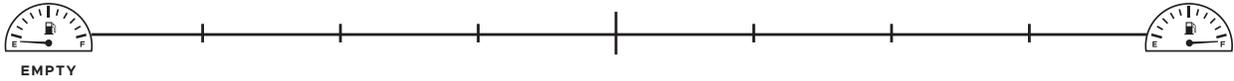


Gauging Innate Needs

MELANCHOLIC BLUE

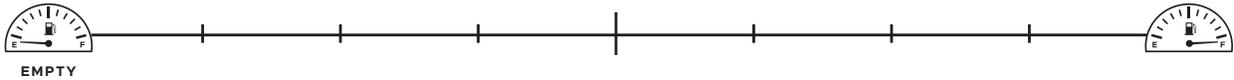
Need: Safety

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



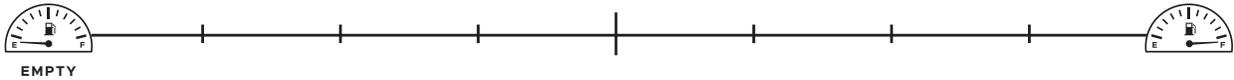
Need: Sensitivity

Others are considerate of their feelings.



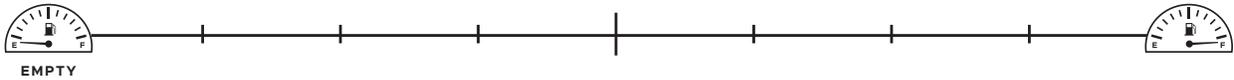
Need: Support

Others notice when they need help and offer it.



Need: Space and Silence

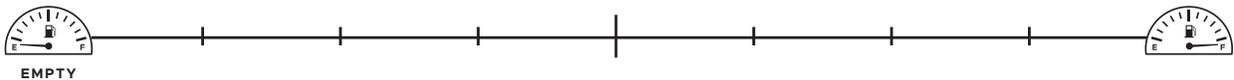
They have time each day that is uninterrupted by noise or people.



PHLEGMATIC GREEN

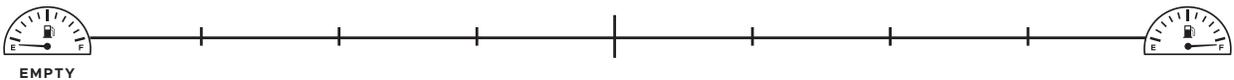
Need: Harmony

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



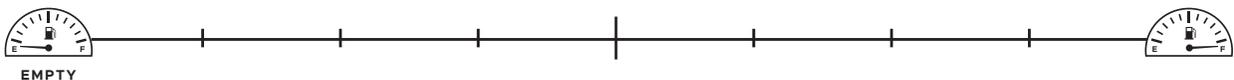
Need: Feeling of Worth

They are celebrated for their unique talents and traits.



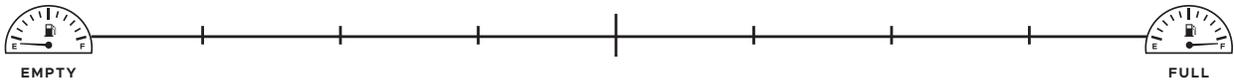
Need: : Lack of Stress

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 Choleric'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 Choleric child.

SAY THIS

- 1 You're so **good at delegating** during group projects.
- 2 You answered Mrs. Smith so **confidently**. You're great at talking to adults.
- 3 Most third graders don't know that word. You're so **articulate**.
- 4 Shopping with you is the best! I love how **decisive** you are.
- 5 That job would have taken me twenty minutes and you finished in five. You're **efficient**.
- 6 You did that all by yourself. I'm impressed by how **independent** you are.
- 7 Wow! What a clever idea. You're so **resourceful**.
- 8 Not everyone your age is **responsible** enough to start babysitting, but you are.

- 9 You're the most **logical** person I know. How would you tackle this problem?
- 10 There aren't many people as **driven to achieve their goals** as you.
- 11 Other people might buckle under that kind of pressure, but not you! You are **always up for a challenge**.
- 12 Your class presentation was impressive. How **persuasive** for a fifth grader!
- 13 Can I get your perspective? You **see things so clearly**.
- 14 The way you handled homework and practice all semester showed such **discipline**.
- 15 You **know what to do**. Tell me what the plan could be.
- 16 The team needs a **leader** like you right now.
- 17 The way you stood up for your friend was so **courageous**.
- 18 You cleaned your room, emptied the dishwasher, and did your laundry. You're so **productive!**
- 19 Picking up all those toys was a big job. Thanks for **taking charge** and helping your little brother.
- 20 I can't believe you did that! You're so **adventurous!**

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 Choleric 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 in your ability to be **(insert strength)**."

NOT THAT

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

1 Stop telling other people what to do. You don't always have to be in charge.

2 Please don't interrupt. Your thoughts are not welcome right now.

3 Calm down. There's no need to lose your temper.

4 Did you think about ____ before making that choice?

5 If you don't slow down, you're going to make a mistake.

6 You're not ready to do that by yourself yet. Ask for help next time.

7 Your way isn't the only way.

8 Loosen up! Live a little! You're supposed to be having fun.

9 I've made my decision. You aren't going to change my mind.

10 You can be so stubborn sometimes.

11 Fine! You win. I don't want to talk about it anymore.

12 Did you consider anyone else's ideas or opinions?

13 Don't question me. I just need you to do what I say.

14 Keeping up with you is exhausting.

15 Here is the plan for today.

16 Give someone else a chance.

17 Why does everything turn into an argument? Can't you chill out?

18 I don't care whose mess it is. Clean it up!

19 You are not in charge. I'm the grown-up.

20 Did you think that through first?

You don't have to say something intentionally 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.

CHOLERIC STRENGTHS

- 1 Energetic, moves quickly to action
- 2 Competitive
- 3 Articulate, persuasive
- 4 Is usually right
- 5 Comfortable being the leader
- 6 Makes decisions easily
- 7 Doesn't back down from a challenge
- 8 Always has a plan and a purpose
- 9 Confident
- 10 Independent, self-sufficient
- 11 Committed and loyal
- 12 Wants responsibility
- 13 Adventurous, enjoys physical challenges
- 14 Determined, resourceful
- 15 Good at delegating and motivating others
- 16 Self-directed
- 17 Disciplined
- 18 Sees the big picture
- 19 Logical
- 20 Good at completing tasks, efficient, productive

CHOLERIC WEAKNESSES

- 1 Impatient
- 2 Bossy
- 3 Argumentative
- 4 Unaware of or unsympathetic to others' emotions
- 5 Loses temper quickly
- 6 Decides for and directs others
- 7 Inattentive listener, bored by trivial details
- 8 Struggles to slow down and relax
- 9 Knows everything, always right
- 10 Questions authority
- 11 Inflexible
- 12 Demanding, rude
- 13 Physically restless, hard to nap
- 14 Is not complimentary
- 15 Believes the end justifies the means
- 16 Unrepentant, avoids apologizing
- 17 Possessive of friends
- 18 Blames others
- 19 Overly opinionated
- 20 Has trouble admitting mistakes



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 **Red** 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 external processor. They think out loud.

You might find that they...

- Speak up right away and *then* figure out what they're trying to say.
- Raise their hand or shout out before you've finished asking the question.
- Inadvertently dominate conversations or interrupt others.

My child is task-oriented. They like the satisfaction of accomplishing things.

You might find that they...

- Resist moving on before they've fully completed a task.
- Would rather work alone than collaborate with others.
- Typically complete work on time and with excellence and may get frustrated when they fall short.

These are some of my child's strengths.

- Competitive
- Articulate
- Comfortable being the leader
- Decisive
- Not easily discouraged
- Independent
- Self-directed
- Determined
- Responsible
- Confident
- Loyal friend

These are some of my child's struggles.

- Can be bossy
- Argumentative
- Unaware of or unsympathetic to others' emotions
- Quick to lose temper
- Decides for and directs others
- Doesn't listen
- Questions authority
- Physical
- Overly opinionated
- Struggles to admit mistakes or that they are wrong



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

- **Recognize their effort and achievements.** They respond positively when their work is celebrated—with stickers, notes, or words of affirmation, for example.
- **Give them something to be in charge of.** They respond well to roles like line leader, team captain, or project lead.
- **Keep communication short and to the point.** They will tune out as soon as they get the gist of what you are saying.
- **Encourage their intellect.** They enjoy being challenged and take pride in exceeding expectations.
- **Have their back/assume the best in them.** A helpful posture when they aren't doing what they're told is, "I know you have a good reason for... Can you tell me what that is?"

It will likely demotivate my child if you...

- **Don't do what you say you'll do.** They get frustrated when plans or expectations change, especially mid-task.
- **Embarrass them in front of others.** They are sensitive about being publicly corrected or made to look/do something foolish.
- **Overlook their work.** They crave rewards for completing tasks.
- **Don't ask for their thoughts.** They want to share their views and opinions.
- **Don't offer opportunities for them to lead.** They are a better follower most of the time if they can be the leader some of the time.

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