



SpeakUp!

SpeakUp! Mindset & Skillset

Martie Bernicker, Executive Director of SpeakUp!, shared the SpeakUp! Way. This offers 6 steps for having open, honest, and nonjudgmental conversations with people in our lives. Below are takeaways from Martie and the parenting adults in attendance.

Manager to Consultant

When children are younger, parenting adults often act as the "manager" supporting their children throughout the day. But as children grow older, parenting adults are often unceremoniously "fired" from that role. Here are some tips for handling that change.

- Remember that firing the parenting adult as the manager is what our teens are supposed to do--it is a healthy part of growing up
- Grieve a little, then get rehired as the "consultant"
- Avoid the extremes of either abandoning your teen out of frustration or fighting them for control
- Be mindful that sometimes a parenting adult's reaction to what is natural to their teens must change
- Give room and give space so your child can learn

The SpeakUp! Way

The six steps of the SpeakUp! Way allows for parenting adult "consultants" to support their teens.

- **Orient Yourself to the SpeakUp! Mindset:** Remember that this is an incredible generation of young people and when we follow this mindset, we help them thrive.
- **Start the Conversation:** Initiate the conversation about tough topics, even when it's awkward. Let your child know, "I may not know how to do this right, but I love you right."
- **Listen with Empathy:** It takes a lot of courage to speak up, and that should be acknowledged. It also helps to narrate out loud, stating observable behaviors. Honor your authentic self and say what you want your child to know.
- **Support & Problem Solve:** Help your child focus on their strengths. Remember, "If we allow them to own their mistakes, they'll also own their successes."

- **Encourage Help-Seeking & Self Care:** A good self-care routine applies to parenting adults and teens! And when you have a good routine (exercising, running, journaling, etc) you can model it for your child.
- **Check-In & Continue the Conversation:** Find a balance with checking in not so often your child feels overwhelmed, but not so infrequently they feel alone.

Overall, be proud of your role as a parenting adult. And keep in mind the common thread that unites parenting adults- we all want to do the best we can for our children.

As mentioned in our discussion, we recognize that we are all at a different place in our journey. Below are some resources we can use to continue our journey in this process:

- [Click Here](#) for the SpeakUp! Mindset video
- [Click Here](#) for the Managing versus Consulting video

Be well,
Martie Bernicker & The SpeakUp! Team
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