

MATCHING GAME WORKSHEET

Read each statement below and write your answer in the appropriate column. During the large group discussion with the facilitator, indicate whether your response is correct.

Statement	Answer	Correct (✓)/ Incorrect (X)
<p><i>“She was new in the role, and there was a lot to learn. I sensed she was feeling a bit overwhelmed. She had to deal with a challenging situation with a family, and asked for my input as she wanted to make sure she handled the situation appropriately. She told me how she planned to approach the situation and that she was very nervous. I gave her some pointers from my own experience, and reassured her that she would do a good job.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Fostering Independence in Others – Level 3 b) Holding People Accountable – Level 2 c) Collaboration – Level 3 		
<p><i>“We were lobbying the government to initiate a new program. I decided to call Barbara, one of my key contacts in the Ministry as she has a lot of knowledge in this area, is respected, and is the one person I knew could help us get key stakeholders on board. I briefed her on what we were trying to accomplish, the key players, and the obstacles we were facing. She asked me to give her a few days to see what she could find out.</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Relationship/Network Building – Level 3 b) Advocating for Others – Level 4 c) Creative Problem Solving and Decision Making – Level 4 		
<p><i>“John who receives support, passed away quite suddenly. Peter, a Direct Support Professional who had worked closely with him over the years, was extremely upset. I made a point of speaking with Peter, as well as the other staff who were all quite distraught. We sat down as a group and I encouraged them to express their feelings. I shared a similar situation I had been through so they knew I understood what they were experiencing. We also decided that we would do something special to commemorate John’s life.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Collaboration – Level 2 b) Interpersonal Relations and Respect – Level 3 c) Leading Others – Level 3 		

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<p><i>“I supported a person to attend his first Leaf’s hockey game. He has particularly hard to control diabetes so I was nervous as it was a long drive to the game. I thought about the trip and decided to bring some supplies along in the event that something went wrong. His blood sugar went out of whack part way through our drive so I gave him some juice. I then drove to the nearest health centre so they could take a look at him. Eventually he stabilized and we carried on to the game. He had the best tim.”</i></p> <p>This scenario is an example of:</p> <p>a) Initiative – Level 3 b) Creative Problem Solving and Decision Making – Level 1 c) Resilience – Level 3</p>		
<p><i>“An ongoing challenge for the agency has been identifying new ways to raise funds. I got the group together and we brainstormed some fundraiser ideas. After brainstorming, we discussed the pros and cons of each idea. I took the top two ideas and did some further research to see which idea would be most viable, and then put a plan together for how we could realistically implement it.”</i></p> <p>This scenario is an example of:</p> <p>a) Creative Problem Solving and Decision Making – Level 4 b) Collaboration – Level 3 c) Managing Change – Level 4</p>		
<p><i>“I wanted to offer a new program, but knew it was something that really needed the involvement of several agencies. Over the past several months, I regularly made contact with key individuals from other agencies who I knew were interested in new programs of this type. I thought about my contacts in the other agencies to determine who would be able to help me drive this forward, and invited them to a meeting to share my ideas and how this would need to be a concerted effort.”</i></p> <p>This scenario is an example of:</p> <p>a) Advocating for Others – Level 2 b) Managing Change – Level 3 c) Relationship/Network Building – Level 3</p>		

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<p><i>“I pointed out that if they expected my team to provide those services, we would need additional resources. I explained how we had reorganized to improve the current services, but that it was unfair to expect more from my team without some help. My plan called for two additional employees. I said we had a good team of very capable people, but it was unreasonable to expect them to deliver without extra help.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Advocating for Others – Level 2 b) Resource Management – Level 3 c) Leading Others – Level 3 		
<p><i>“I told him his performance just wasn’t up to par. Then I reviewed the specific areas where he had fallen down and how it affected the others in the group. I told him we would meet this afternoon to discuss how to best address the issue and go forward.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Holding People Accountable – Level 4 b) Leading Others – Level 3 c) Resource Management – Level 4 		
<p><i>“A position became available in my department. While it was a lateral move for me, I thought it would expand my knowledge of that role. I eventually want to become a manager of this department and thought that knowledge of each of the roles would be critical to my success.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Developing Others – Level 3 b) Self-Development – Level 4 c) Strategic Thinking – Level 1 		
<p><i>“The past several weeks have been quite challenging – I’ve had to work a lot of overtime or extra shifts. . A lot of my colleagues have come down with the flu, so we’ve been short staffed. I know how critical it is to maintain a high level of support for people in their home. While I’ve been exhausted, I’ve managed to keep going without sacrificing the support we provide, knowing in the back of my mind that this is just temporary and that things will get better.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Resilience – Level 3 b) Initiative – Level 2 c) Collaboration – Level 1 		

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<p><i>“In developing my strategy, I considered the change we were facing in the sector and where we were going as an agency. I had some innovative ideas, but was constrained from a resource perspective. Our people were already stretched, so I decided to approach the colleges to see if there was a way to recruit students in the DSW program to volunteer their time. I considered where they would be best put to use to help us achieve our goals, and at the same time, they would gain some very valuable experience.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Developing Others – Level 3 b) Leading Others – Level 3 c) Resource Management – Level 4 		
<p><i>“Based on the challenges we are facing as a sector, we needed to think and operate differently. When I was putting together the plan for my department, I made sure that the goals I established were in alignment with the overall strategy that the Executive Director had developed. I thought about the obstacles and opportunities, and developed plans to address these. Once I had my plan in place, I sat down with my managers and shared my thinking in putting the plan together, what it would mean for each of them, how it was consistent with the overall strategic direction of the agency. I also connected with the other directors to ensure we were all in alignment.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Creative Problem Solving and Decision Making – Level 4 b) Strategic Thinking – Level 4 c) Leading Others – Level 5 		
<p><i>“One of the people I support loves helping in the kitchen. So I first showed him how to set the table, and then he tried .. When he was able to do that well, I then taught him how to make his favorite sandwich. First I had him watch me, and then he made one himself while I watched. He was thrilled with this accomplishment. He then made sandwiches for everyone in the home on Fridays. He took great pride in this responsibility.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Developing Others – Level 3 b) Fostering Independence in Others – Level 3 c) Collaboration – Level 4 		

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<p><i>“I decided to take extra steps to make the new process real for staff. Based on their input, I created a timetable showing the work to be completed, when it was to be completed by, who was responsible, and progress to date. I stored it on the system so that everyone could access it to keep it updated on an ongoing basis so that we would all be aware of the status of each piece of work. At the next team meeting, I acknowledged the three people who had started using it right away. I expressed that while it would take getting used to, and that it would feel like more work in the beginning, they would soon all see the value of the new process.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Managing Change – Level 4 b) Leading Others – Level 4 c) Collaboration – Level 2 		
<p><i>“I knew that she wanted to grow into a Supervisor role. While she enjoyed her current role, I knew she was ready to take on a challenge – she was capable of much more responsibility. I thought she definitely had leadership potential and would enjoy the challenge of supervising a small team. So when one of the supervisors had to take a two-month leave of absence, I decided to offer her the chance to take over those responsibilities. We agreed this was a growth opportunity, and as such, I would be there to support her, but at the same time, I wanted her to know that struggling through a bit was a good thing. She needed to hold herself accountable. She ended up doing a great job, and I will definitely promote her the next time a Supervisor role becomes available.”</i></p> <p>This scenario is an example of:</p> <ul style="list-style-type: none"> a) Managing Change – Level 4 b) Leading Others – Level 4 c) Developing Others – Level 2 		