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The gifts of youth pdf

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Page 2 Promising Program Models for Extended Foster Care and Transition Services Housing for Young Adults in Extended Federally Funded Foster Care Older Youth Need Support Transitioning from Foster Care to Adulthood Understanding the Differences in How Adolescents Leave Foster Care Working with Youth to Develop a Transition Plan Page 3 Promoting Permanency for Older Youth in Out-of-Home Care Human Trafficking and Child Welfare: A Guide for Caseworkers Central Florida Tri-County Youth Count: Final Report A Youth Homelessness System Assessment for New York City Federal and Local Efforts to Support Youth At-Risk of Homelessness Youth Engagement in Child Welfare Service Planning Social and Emotional Learning and Traditionally Underserved Populations Page 4 Measuring Success: Accountability for Alternative Education Trends from the Field: Lessons Learned About Alternative Education The Parameters of Youth Welfare Page 5 Predicting Homelessness Among Emerging Adults Aging Out of Foster Care Foster Care Transition Toolkit Personal Perspectives on Providing Services to Foster Youth Challenges in the Transition to Higher Education for Foster Care Youth Improving the Postsecondary Educational Attainment of Youth in Foster Care Page 6 Varied Progress Toward Comprehensive Service Models and Evaluations Lessons Learned from the Planning Phase Many of the credit card offers that appear on the website are from credit card companies from which ThePointsGuy.com receives compensation. This compensation may impact how and where products appear on this site (including, for example, the order in which they appear). This site does not include all credit card companies or all available credit card offers. Please view our advertising policy page for more information. Editorial Note: Opinions expressed here are the author's alone, not those of any bank, credit card issuer, airlines or hotel chain, and have not been reviewed, approved or otherwise endorsed by any of these entities. We support the development and well-being of children and youth by funding programs that provide quality child care and early childhood education, child abuse and teen pregnancy prevention, and runaway and homeless youth services. #7 The more anti-agers you layer on, the better.Smearing on product after product might make you think you're doing the utmost for your skin, but it isn't worth the effort—or the money. "The more treatments you use, the more likely you are to develop an allergy or irritation and have no idea which product caused it," Waldorf says. "Plus, the products won't work as well. A balanced approach is best—focus on a couple products with the ingredients your skin needs most." For the majority of people, that's "a lightweight antioxidant serum followed by an SPF-infused moisturizer in the morning and a retinoid followed by a moisturizer (or a moisturizer with retinol) at night," Waldorf says.#8 Anti-aging creams work better at night.Like vampires, some anti-aging creams work best when the sun goes down—but not all. "Any anti-aging cream that contains retinoids, peptides, AHAs, or BHAs should be used at night," says Graf. "While you sleep, blood flow to the skin increases, the PH level decreases, and the protective barrier is weakened. These ingredients work best under these conditions." Other anti-agers are crucial during the day. "Antioxidants and SPF are key for daytime," Graf says.#9 If a cream isn't showing results in a few weeks, move on.Unlike a bad blind date, anti-agers take time to show their true colors. "After a few weeks, you should notice that your skin is plumper and smoother," says Waldorf. More dramatic changes require patience. "Reducing the appearance of fine lines can take up to three months," says Downie. Even more substantial changes, "like reducing discoloration and wrinkles, can take up to six months—no matter what the strength of the formula," Waldorf says. Some creams provide instant results, but that's because ingredients that cause a temporary effect, such as light-reflective particles, have been added.#10 Tingling, redness, and flaking are normal side effects of anti-agers.Put down the ice pack and step away from the concealer. It's mainly certain alpha and beta hydroxy acids and old-school prescription retinoids that "cause some redness, scaling, and itchiness when you first start using them," Waldorf says. And to a lesser degree, vitamin C products and anything in a gel base can be irritating, too. We used to think that irritation meant it was working, but "now we know that it can be just a bad side effect," Graf says. "In fact, anti-agers work much better on healthy skin that isn't irritated." Gentler formulas, such as prescription Retin-A Micro, cause minimal irritation. And some anti-agers, such as peptides, aren't irritating at all. If you do experience mild redness or peeling, usually all it takes to calm the skin is reducing the frequency of application, a little restraint, and daily SPF. If you have an excessive reaction, see a doctor. "When I prescribe a retinoid, I recommend that patients use it twice a week for two weeks. Then, most women can use it every other day or even daily," Waldorf says. Retinoid-treated skin is more prone to sunburns, so "a daily dose of SPF 30 or above is vital, too," says Day. And while it may be tempting to slather on retinoids, "just a pea-size dot for your entire face is enough," Day says. "Retinoids are not soothing night creams—a little goes a long way." Courtesy of brands Create a one-of-a-kind gifting experience this holiday season, because the people in your circle totally deserve to feel special. These 15 thoughtful gifts can be perfectly customized to their taste, personality, or even just their name. From tableware to jewelry, it's the thought (and custom-made quality) that counts! 1 of 15 Fiaru Leather Folder We can't imagine a more stylish gift to give your favorite boss babe. 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Published on May 18, 2021 We have two ears and one mouth for a reason—effective communication is dependent on using them in proportion, and this involves having good listening skills.The workplace of the 21st century may not look the same as it did before COVID-19 spread throughout the world like wildfire, but that doesn't mean you can relax your standards at work. If anything, Zoom meetings, conference calls, and the continuous time spent behind a screen have created a higher level of expectations for meeting etiquette and communication. And this goes further than simply muting your microphone during a meeting.Effective workplace communication has been a topic of discussion for decades, yet, it is rarely addressed or implemented due to a lack of awareness and personal ownership by all parties.Effective communication isn't just about speaking clearly or finding the appropriate choice of words. It starts with intentional listening and being present. Here's how to improve your listening skills for effective workplace communication.Listen to Understand, Not to Speak There are stark differences between listening and hearing. Listening involves intention, focused effort, and concentration, whereas hearing simply involves low-level awareness that someone else is speaking. Listening is a voluntary activity that allows one to be present and in the moment while hearing is passive and effortless.Which one would you prefer your colleagues to implement during your company-wide presentation? It's a no-brainer. Listening can be one of the most powerful tools in your communication arsenal because one must listen to understand the message being told to them. As a result of this deeper understanding, communication can be streamlined because there is a higher level of comprehension that will facilitate practical follow-up questions, conversations, and problem-solving. And just because you heard something doesn't mean you actually understood it.We take this for granted daily, but that doesn't mean we can use that as an excuse.Your brain is constantly scanning your environment for threats, opportunities, and situations to advance your ability to promote your survival. And yet, while we are long past the days of worrying about being eaten by wildlife, the neurocircuitry responsible for these mechanisms is still hard-wired into our psychology and neural processing.A classic example of this is the formation of memories. Case in point: where were you on June 3rd, 2014? For most of you reading this article, your mind will go completely blank, which isn't necessarily bad.The brain is far too efficient to retain every detail about every event that happens in your life, mainly because many events that occur aren't always that important. The brain doesn't—and shouldn't—care what you ate for lunch three weeks ago or what color shirt you wore golfing last month. But for those of you who remember where you were on June 3rd, 2014, this date probably holds some sort of significance to you. Maybe it was a birthday or an anniversary. Perhaps it was the day your child was born. It could have even been a day where you lost someone special in your life.Regardless of the circumstance, the brain is highly stimulated through emotion and engagement, which is why memories are usually stored in these situations. When the brain's emotional centers become activated, the brain is far more likely to remember an event. And this is also true when intention and focus are applied to listening to a conversation. Utilizing these hard-wired primitive pathways of survival to optimize your communication in the workplace is a no-brainer—literally and figuratively.Intentional focus and concentrated efforts will pay off in the long run because you will retain more information and have an easier time recalling it down the road, making you look like a superstar in front of your colleagues and co-workers. Time to kiss those note-taking days away! Effective Communication Isn't Always Through Words While we typically associate communication with words and verbal affirmations, communication can come in all shapes and forms. In the Zoom meeting era we live in, it has become far more challenging to utilize and understand these other forms of language. And this is because they are typically easier to see when we are sitting face to face with the person we speak to.Body language can play a significant role in how our words and communication are interpreted, especially when there is a disconnection involved. When someone tells you one thing, yet their body language screams something completely different, it's challenging to let that go. Our brain immediately starts to search for more information and inevitably prompts us to follow up with questions that will provide greater clarity to the situation at hand. And in all reality, not saying something might be just as important as actually saying something.These commonly overlooked non-verbal communication choices can provide a plethora of information about the intentions, emotions, and motivations. We do this unconsciously, and it happens with every confrontation, conversation, and interaction we engage in. The magic lies in the utilization and active interpretation of these signals to improve your listening skills and your communication skills.Our brains were designed for interpreting our world, which is why we are so good at recognizing subtle nuances and underlying disconnect within our casual encounters. So, when we begin to notice conflicting messages between verbal and non-verbal communication, our brain takes us down a path of troubleshooting. Which messages are consistent with this theme over time? Which statements aren't aligning with what they're really trying to tell me? How should I interpret their words and body language?Suppose we want to break things down even further. In that case, one must understand that body language is usually a subconscious event, meaning that we rarely think about our body language. This happens because our brain's primary focus is to string together words and phrases for verbal communication, which usually requires a higher level of processing. This doesn't mean that body language will always tell the truth, but it does provide clues to help us weigh information, which can be pretty beneficial in the long run.Actively interpreting body language can provide you with an edge in your communication skills. It can also be used as a tool to connect with the individual you are speaking to. This process is deeply ingrained into our human fabric and utilizes similar methods babies use while learning new skills from their parents' traits during the early years of development.Mirroring a person's posture or stance can create a subtle bond, facilitating a sense of feeling like one another. This process is triggered via the activation of specific brain regions through the stimulation of specialized neurons called mirror neurons. These particular neurons become activated while watching an individual engage in an activity or task, facilitating learning, queuing, and understanding. They also allow the person watching an action to become more efficient at physically executing the action, creating changes in the brain, and altering the overall structure of the brain to enhance output for that chosen activity.Listening with intention can make you understand your colleague, and when paired together with mirroring body language, you can make your colleague feel like you two are alike. This simple trick can facilitate a greater bond of understanding and communication within all aspects of the conversation. Eliminate All Distractions, Once and for All As Jim Rohn says, "What is easy to do is also easy not to do." And this is an underlying principle that will carry through in all aspects of communication. Distractions are a surefire way to ensure a lack of understanding or interpretation of a conversation, which in turn, will create inefficiencies and a poor foundation for communication. This should come as no surprise, especially in this day in age where people are constantly distracted by social media, text messaging, and endlessly checking their emails. We're stuck in a cultural norm that has hijacked our love for the addictive dopamine rush and altered our ability to truly focus our efforts on the task at hand. And these distractions aren't just distractions for the time they're being used. They use up coveted brainpower and central processes that secondarily delay our ability to get back on track.Gloria Mark, a researcher at UC Irvine, discovered that it takes an average of 23 minutes and 15 seconds for our brains to reach their peak state of focus after an interruption. Yes, you read that correctly—distractions are costly, error-prone, and yield little to no benefit outside of a bump to the ego when receiving a new like on your social media profile.Meetings should implement a no-phone policy, video conference calls should be set on their own browser with no other tabs open, and all updates, notifications, and email prompt should be immediately turned off, if possible, to eliminate all distractions during a meeting.These are just a few examples of how we can optimize our environment to facilitate the highest levels of communication within the workplace. Actions Speak Louder Than Words Effective communication in the workplace doesn't have to be challenging, but it does have to be intentional. Knowledge can only take us so far, but once again, knowing something is very different than putting it into action.Just like riding a bike, the more often you do it, the easier it becomes. Master communicators are phenomenal listeners, which allows them to be effective communicators in the workplace and in life. If you genuinely want to own your communication, you must implement this information today and learn how to improve your listening skills. Choose your words carefully, listen intently, and most of all, be present in the moment—because that's what master communicators do, and you can do it, too! More Tips Improving Listening SkillsFeatured photo credit: Mailchimp via unsplash.com

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