

Board  
Conduct  
The Good,  
The Bad, and  
The Ugly!

AASB Staff



What Comes To Mind When  
You Think of Good Board  
Conduct?



# What is Board Conduct?

## con·duct

See definitions in:

All Physics Music

*noun*  
/'kän,dəkt/

1. the manner in which a person behaves, especially on a particular occasion or in a particular context.  
"all three brothers were known for their disorderly conduct"
2. the action or manner of managing an activity or organization.  
"his conduct of the campaign"

Similar: behavior way of behaving performance comportment demeanor

Similar: management managing running direction control controlling



# Part of Board Standards!



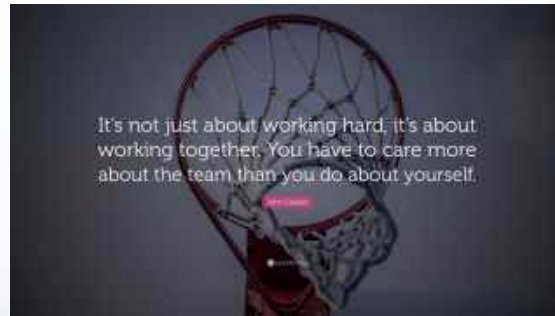
**BOARD  
STANDARDS**  
A FRAMEWORK FOR ALASKA SCHOOL BOARDS

- Vision
- Structure
- Accountability
- Advocacy
- Conduct and Ethics



## Relationships!

- Always evolving
- Get what you put into it
- Not about “you”
- Based on your last written or spoken interaction
- Will impact your students



## Be Responsible For Yourself



what are other words for bad behaviour?

misconduct, misbehaviour, mischief, misdeeds, rudeness, indiscipline, insubordination, naughtiness, misdemeanour



Thesaurus . plus

## What Comes To Mind When You Think of Bad Board Conduct?



## Of Course We have Issues!

75% of people are significantly different than you

- Diverse Members
- Passionate People
- Shared Leadership
- Political positions



"I don't like to be difficult, but it's the only thing I'm really good at!"



## What Can I Do?

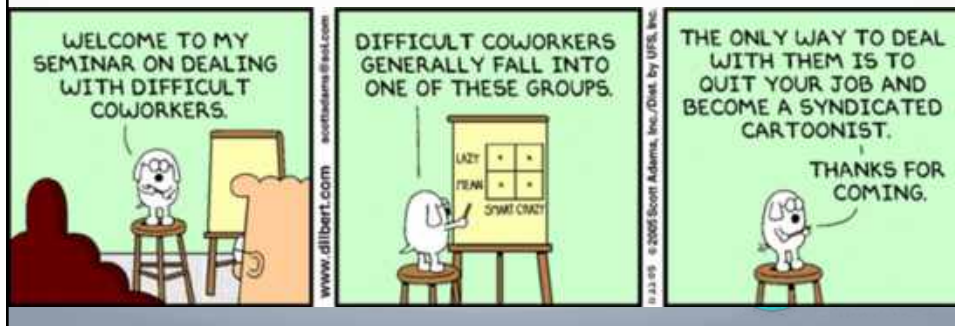


- Assess the situation
- Stop wishing they were different
- Take a step back
- Formulate a plan
- Implement your plan
- Monitor Effectiveness

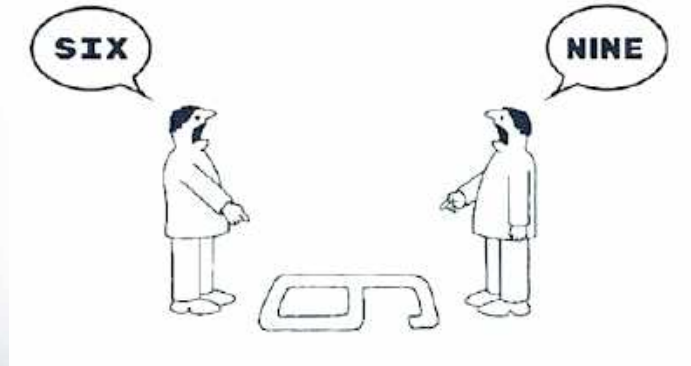


## Change Your Attitude

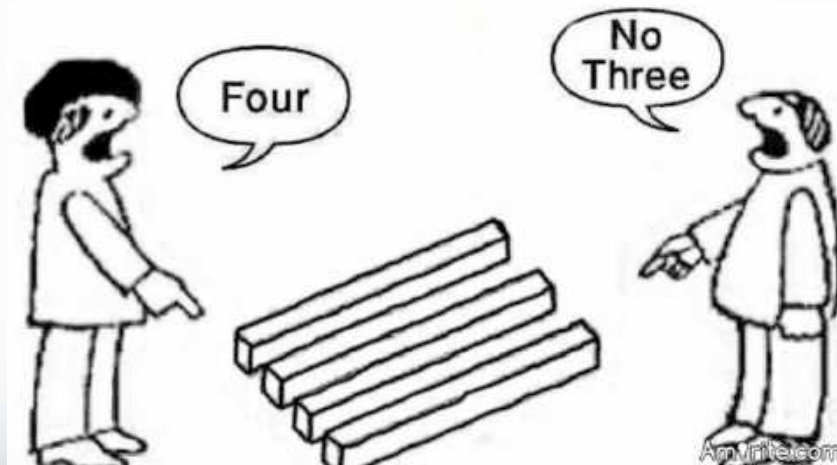
- Understand the difficult person's behavior before it gets out of hand
- Place the difficult person's behavior under a magnifying glass
- See the motives behind it



# Lens of Understanding



Just because you're right, doesn't mean I'm wrong



## Intent

- A quick indicator of a person's intent is their communication style
- When people share their intent or priorities, conflict is unlikely
- As intent changes, so does behavior



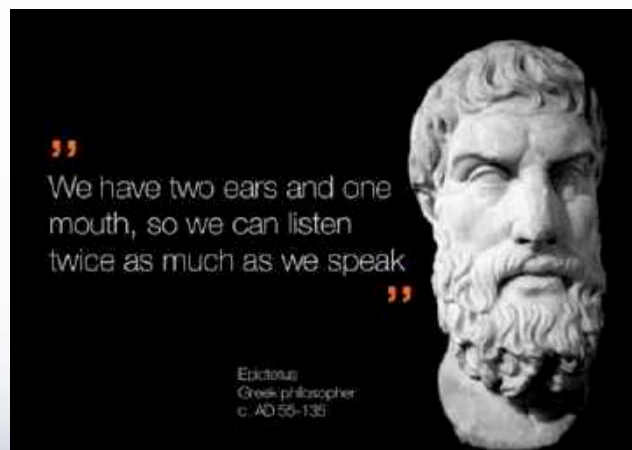
## What Are The Repercussions of Poor Board Conduct



## Change Your Behavior

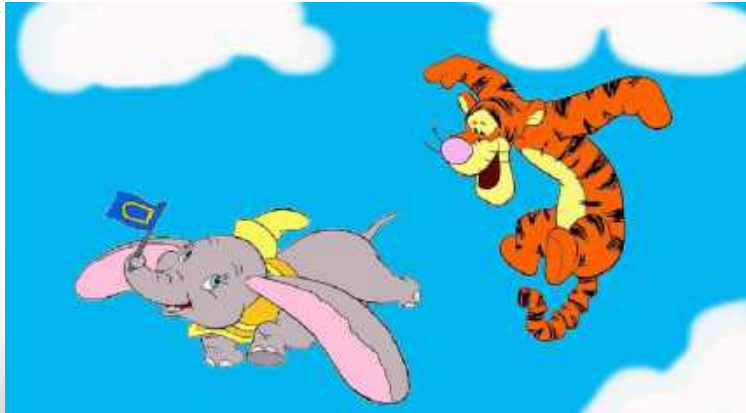


## Listen





## Which One Are You?

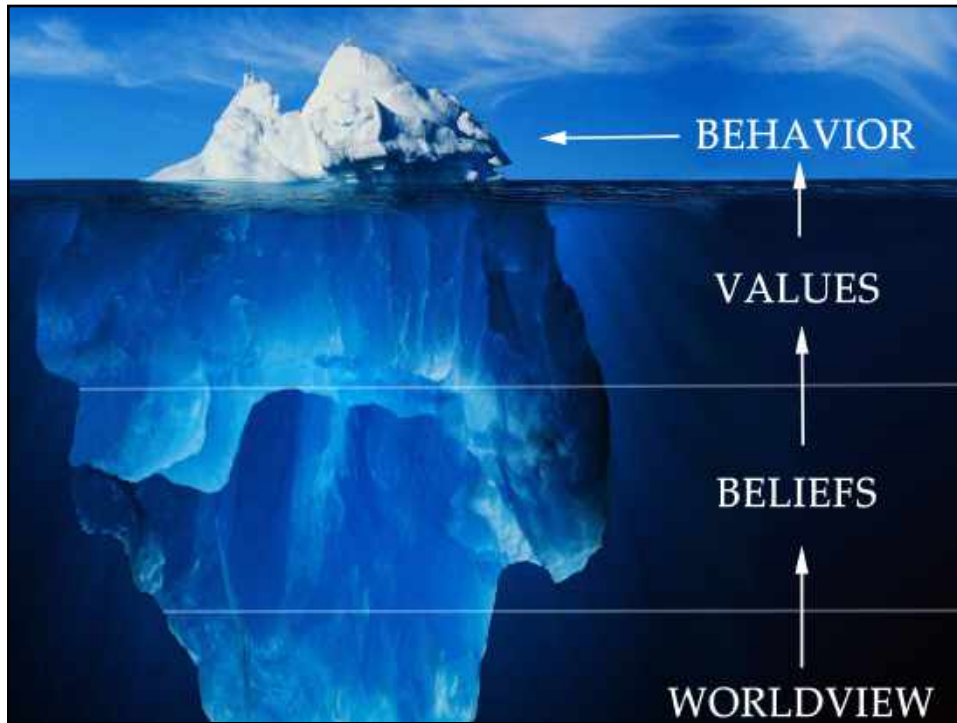


## How We Listen

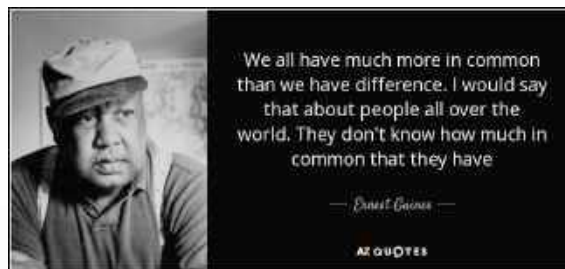


- 7% Word
- 38% Tone, Inflection, Volume
- 55% Body Language



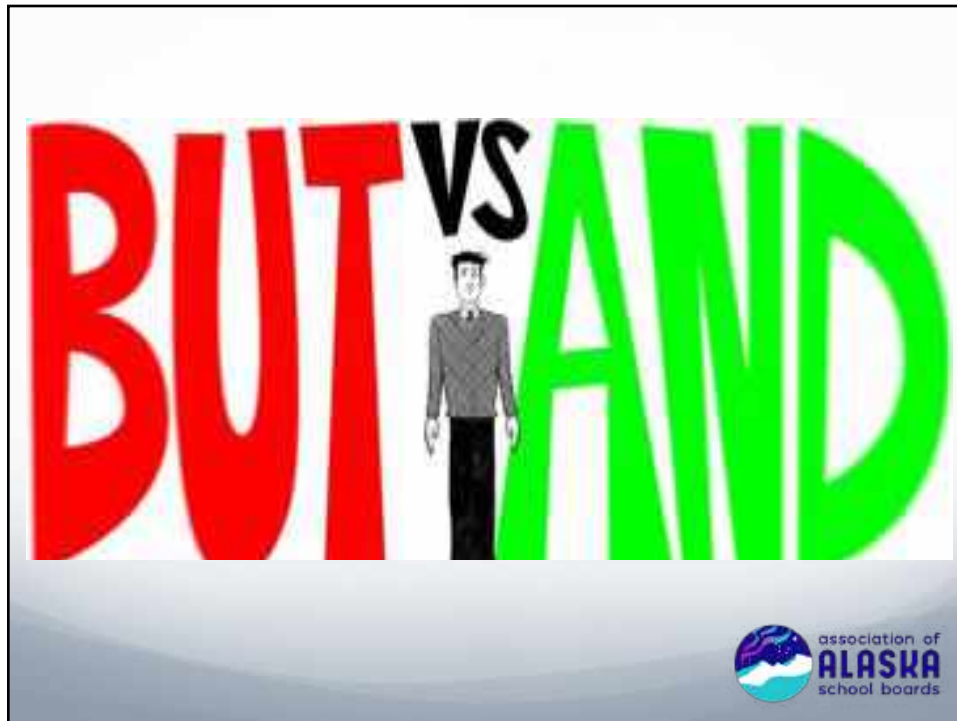


## Communication Tips



- Emphasize your similarities
- Find Common ground
- Reducing difference is essential
- “Blending” and “Redirecting”





## Communication with Difficult People

Your Goal: Speak to be understood

Action Plan:

1. Monitor your tone
2. Be positive about your intent
3. Tactfully interrupt interruptions
4. Blend and redirect
5. Be ready to listen



# Attitude!

**LIFE IS 10 PERCENT WHAT  
HAPPENS TO ME AND 90  
PERCENT HOW I REACT TO  
IT. AND SO IT IS WITH  
YOU- WE ARE IN CHARGE  
OF OUR ATTITUDES.**

**CHARLES SWINDOLL**



**Any Questions**



## For More Information

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