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**BALANCING PROFESSIONALISM, SENSITIVITY, & FRIENDSHIP  
AS LEADER or BOSS, (& BUDDY?), COLLEAGUE, CONFIDANT, & EMPLOYEE**

**FORMAT:**

Lecture and Discussion- Participants are encouraged to make the workshop more relevant to their concerns by asking questions.

**DESCRIPTION:**

Focus is on understanding dynamic issues in the supervisor-supervisee relationship: the intrapersonal, the interpersonal, and the system issues that can lead to tension, stress, frustration, and eventually, morale problems, low productivity, and dysfunction in the agency, program, or workplace. Addressed are the staff's emotional and psychological needs as part of the workplace "family". Theories of personal & professional boundaries, role definitions, system theory, communication, temperamental differences, and psycho-emotional needs lead to practical strategies for a healthy work relationship.

**SUMMARY OF CONTENT:**

**A. FAMILY SYSTEMS & WORK SYSTEMS**

**B. CHARACTERISTICS OF HEALTHY & UNHEALTHY AGENCIES, PROGRAMS, OR WORKPLACES.**

UNIQUE CHARACTERISTICS & CHALLENGES of Specific Organizations, Programs, or Businesses

DEFINING THE ROLES: Boss, Mentor, Parent, Teacher, Colleague, Confidant, Ogre, or What? Employee, Disciple, Child, Partner, Irritant, or What?

THE WORKPLACE SYSTEM: Hierarchies, Role Definitions, Sub-systems, Lines of Responsibility, Alignments, Coalitions, Triangles, Communication

TEMPERAMENTAL ANALYSIS OF THE WORKPLACE STEW - Personality Match & Mismatch

**C. SELF-ESTEEM IN THE WORKPLACE**

THE FOUR CORNERSTONES OF SELF-ESTEEM for Yourself & Others: Acceptance/Significance, Power & Control, Virtue, Competence

COMMUNICATION SKILLS that Facilitate Self-Esteem

**D. MANAGEMENT & DISCIPLINE ISSUES- Adult to Adult**