



solutions

The quickest and best way to contact the EAP is by calling **1-800-222-0364**

Growing Together

Knowledge Every Parent Could Use

Parenting can be a challenging—yet rewarding—journey. The changing needs of children as they advance through the various stages of development can make the responsibility even more complex.

5 Practices of Successful Parenting

Children need support and guidance as they grow. The National Institute of Child Health and Human Development provides a framework for building strong parenting and mentoring skills called RPM3.

RPM3 stands for:

- R** - Responding to your child in an appropriate manner
- P** - Preventing risky behavior or problems before they arise
- M** - Monitoring your child's contact with his or her surrounding world
- M** - Mentoring your child to support and encourage desired behaviors
- M** - Modeling your own behavior to provide a consistent, positive example for your child





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1. Responding in an appropriate manner

Two major considerations when responding to your child are his or her age and level of maturity. At first, children need a lot of hands-on supervision to keep them safe and well. As they age, most children need less direct guidance, which allows them to use more independent thinking, building on the strong foundation you've already given.

Your response to your child is best if it comes from a place of respect for the person that her or she is. Be willing to listen to the whole issue that your child presents to you and be flexible. Sometimes children just need you to listen. Other times, they may be open to suggestions for solutions. Be patient and be there for them.

2. Preventing risky behavior or problems

As Benjamin Franklin once said, "An ounce of prevention is worth a pound of cure." Keeping children healthy and safe is a full-time concern. Whether it's having them wear helmets when they are on their bikes or asking them to check in periodically when out with friends, preventing problems and risky behavior takes vigilance and communication. In fact, simply keeping the lines of communication open between you and your child can go a long way toward helping keep him or her safer. Plus, you can be there early if any problems arise.

The first step is to identify a potential problem or risky behavior. The second step is to find a solution. Sometimes the solution may require outside help from a professional. Know that you are not alone in seeking help. Anytime you need help you can always call your Employee Assistance Program (EAP) for support.

3. Monitoring your child's contact with the surrounding world

Open and regular communication allows you to find out what's happening in your child's world and learn how he or she is choosing to react to things. When you know what's happening and how your child perceives his or her experiences, you begin to see those areas where your child is doing fine and those where he or she may need more guidance.

It can also be helpful to have open communication with your child's teachers and the parents of their friends. This can often give you a more objective view of what's going on in their lives, while giving you early warning of any potential issues.

4. Mentoring your child

Giving your child consistent support and direction can help him or her grow into a strong, positive, independent person. By offering illuminating guidance, you'll help your child avoid some potential difficulties that are part of growing up.

There may be a point, however, when your child no longer welcomes your direct mentorship, so be prepared to offer it through examples of how you deal with your own challenges—modeling the behavior you'd like to see in your children.

5. Modeling your behavior

Children can be like sponges, taking in everything others around them say and do. That's why modeling the behavior that you'd like your child to adopt can be a powerful tool for his or her development.

For example, rather than just relating the importance of being polite, you can demonstrate this type of behavior. Putting your words into action teaches your child how to behave and the benefit of positive behavior.

Employee Assistance Program

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HOURS A DAY

1-800-222-0364

TTY: 1-888-262-7848

FOH4You.com

Services are confidential and offered as a **FREE** benefit to you and your family members.