

SAOU VRYSTAAT (S-PROJEK)
SAOU FREE STATE (S-PROJECT)
29 JULIE/JULY 2021
- LH SWANEPOEL -

“‘N SKOOLHOOF MOET OOR MEER BESKIK AS NET IK!
A PRINCIPAL MUST HAVE MORE THAN IQ!”

ASPEKTE VAN INTELLIGENSIE:
EMOSIONEEL, SOSIAAL EN POLITIES
ASPECTS OF INTELEGENCE :
EMOTIONAL, SOCIAL AND POLITICAL



SAOU
DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION

VERHAAL UIT DIE HOËVELD



SAOU

VERHAAL UIT DIE HOËVELD



SAOU

SENTRALITEIT VAN DIE PERSOON

Die mens as individu is sentraal tot die wyses waarop hy of sy op situasies en omstandighede reageer. Dit beïnvloed onder andere

- Die etiek in die werksplek
- Selfbestuur en reaksie op stres
- Verskeie aspekte van ons reaksie teenoor die omgewingsaspekte van die werkplek

CENTRALITY OF THE PERSON



DIE INTERAKTIEWE MENS

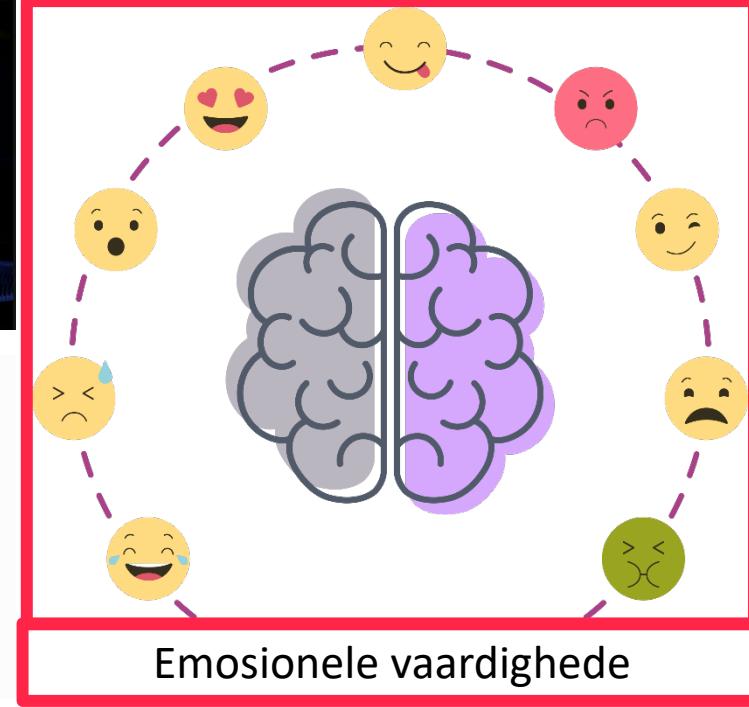


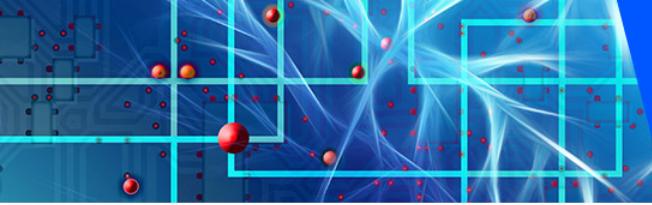
DIE VAARDIGE MENS

Intellekturele
vaardighede

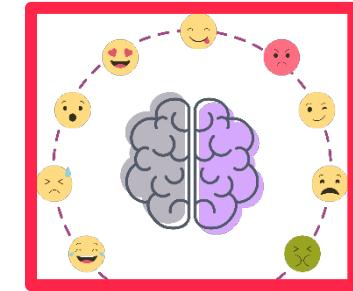
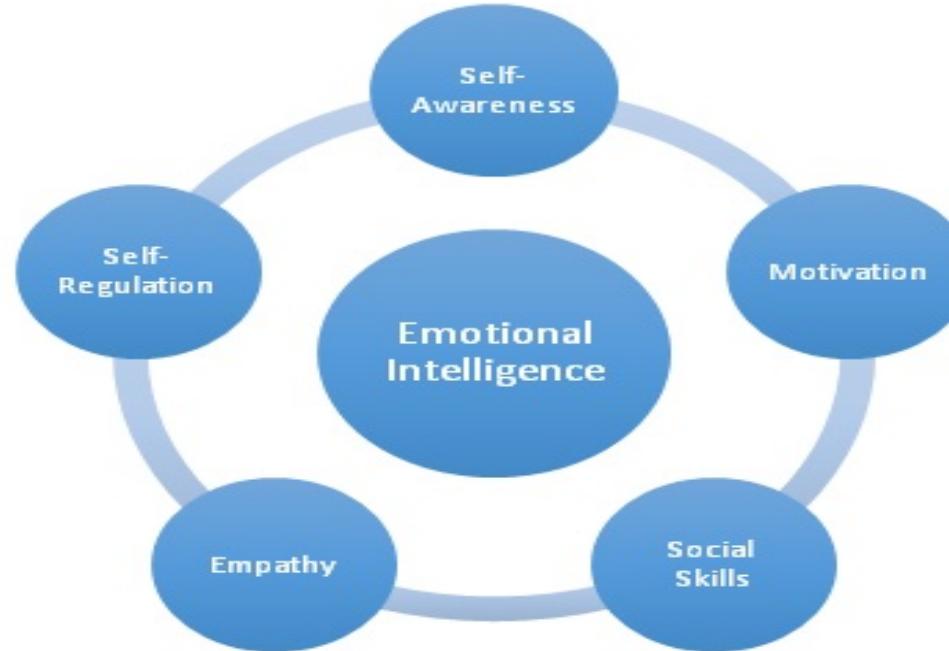


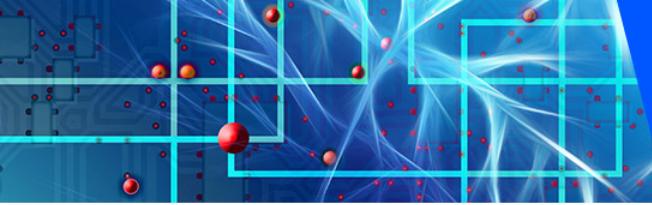
Praktiese vaardighede



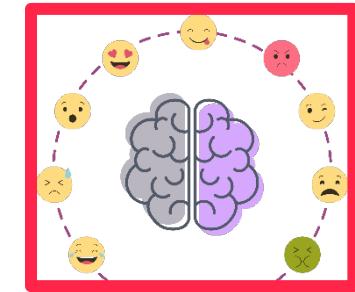
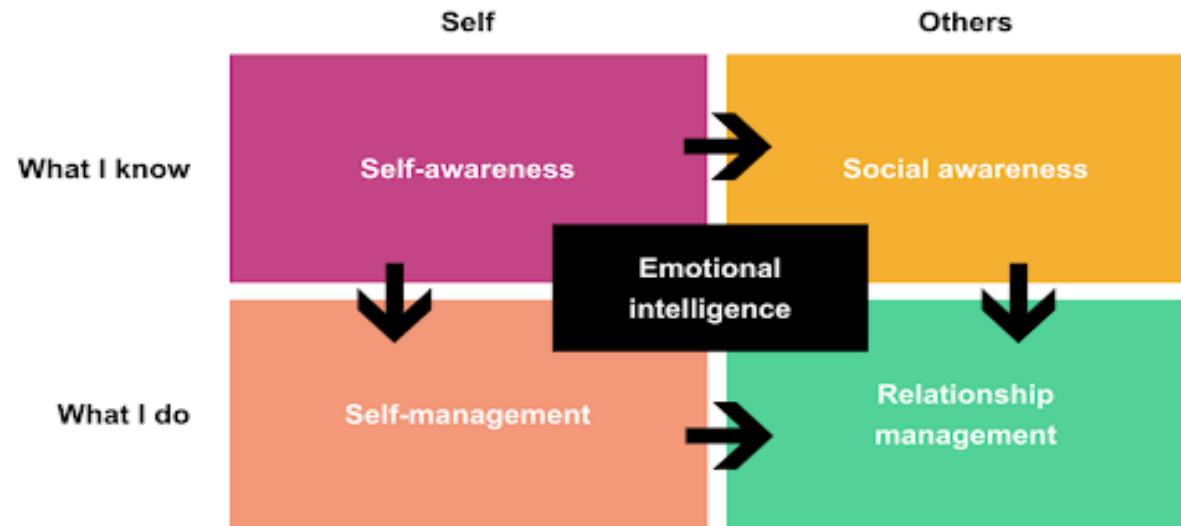


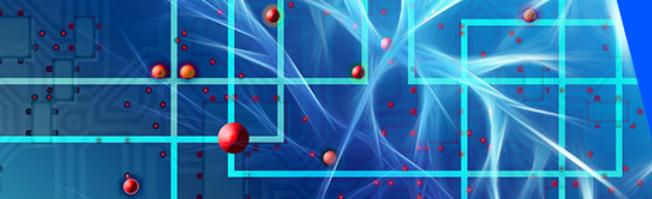
EMOTIONAL INTELLIGENCE



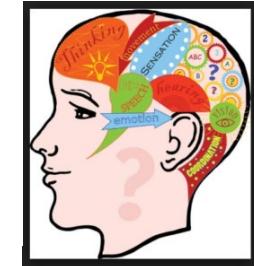


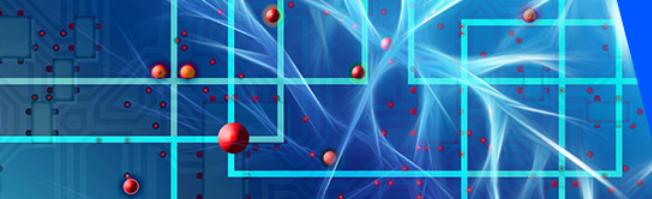
EMOTIONAL INTELLIGENCE





Sosiale intelligensie

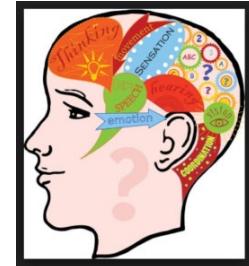




Sosiale intelligensie

The amygdala automatically and compulsively scans everyone we encounter for whether they are to be trusted: Is it safe to approach this guy? Is he dangerous? Can I count on him or not?

Daniel Goleman
Social Intelligence



There are two elements to political intelligence

- **Internal**, relating to the internal working of your organisation
- **Ekstern**, wat oor die instansie/s buite jou organisasie met wie daar verhoudings is, of met wie verhoudings gevestig/herstel moet word, of wie se doen en late (bv politieke gesag in 'n land of provinsie, DBO of provinsiale onderwysowerhede) jou organisasie intens affekteer.

Kritiseer die
baas

Kritiseer
die SAOU

Kraak
ander af

Examples of Office Politics

- “Sucking up”/“Brown-nosing”
- Being the “Yes” person
- Being the office cynic
- Giving someone a piece of your mind
- An e-mail war (and CC everyone!)
- Sleeping with the Boss or coworker
- Stealing credit
- Gossiping coworkers
- Abusive Managers

Diskrimi-
-nasie

Skinder /
sleg sê

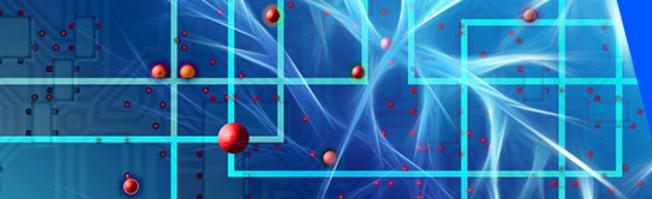
Boelie

Niemand
anders
mag
erkennin
g kry nie

Vier elemente van politieke straatwysheid (savvy)

- **Die vermoë om netwerke te vorm**, nie net met persone of instansies waarvan jy hou nie, maar ook (en miskien veral) met persone of instansies waarvan jy nie hou nie of waарoor jy voorbehoude het
- **Social insight** – some people refer to „political intelligence”, which means that you apply active listening, that you recognise and accept cultural differences, and that you focus your attention on the people around you in the situation, or who are in interaction with you.



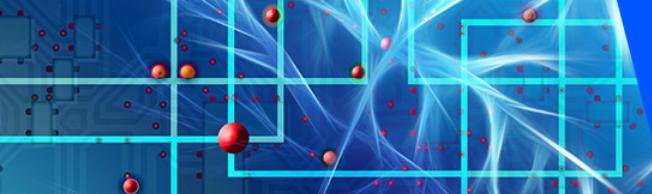


Politieke intelligensie

Vier elemente van politieke straatwysheid (savvy) (vervolg)

- **Interpersoonlike invloed** – 'n mens moet vaardighede ontwikkel wat jou daartoe in staat stel om mense se idees en ingesteldheid te beïnvloed
- “**Honest approaches**” are essential. If your actions are not genuine, people discover that quickly enough and you may be perceived as unreliable, sly and a promoter of hidden agendas.





Politieke intelligensie

Praktiese wenke vir optredes in die buite-omgewing

- **Berei besonder goed voor** en probeer uitwerk wat die moontlike standpunte van ander in die vergadering gaan wees, veral diegene wat nie met jou organisasie se standpunte saamstem nie
- **Talk to your principals about important matters – get a mandate**
- **Verneem vooraf by kontakte** wat is vir hulle belangrik om dit by jou mandaatbekoming te kan invoer



Praktiese wenke vir optredes in die buite-omgewing (vervolg)

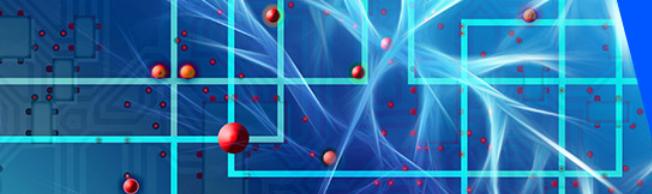
- **Wees te alle tye taal- en kultuursensitief.** Baie van ons landgenote verkies om nie Afrikaans te gebruik nie – maar dit is net omdat die taal vir hulle negatiewe politieke konnotasies inhoud. Hulle kan wat in Afrikaans gesê word, baie goed verstaan. Vermy gesprekke in Afrikaans voor persone wat jy miskien dink is nie Afrikaans magtig nie – heel dikwels is hulle, en dit is maklik vir jou om vir jouself verleentheid te skep.
- **Know your place, especially in meetings where you are coming in as a novice.** Observe as a first step; figure out the hierarchy in the meeting; who are more senior and less senior; and try to understand the trend of the debate before you make an input.



Praktiese wenke vir optredes in die buite-omgewing (vervolg)

- **Avoid the “I” word.** Especially in meetings you are a representative of your Union. What does your Union say about the matter at hand? What is your mandate? And if you don’t have one, say so and undertake to get one.
- **Wees bedag op wie die senior persone in die vergadering is uit jou eie organisasie** en laat die praatwerk aan hulle oor tensy spesifiek deur een van hulle versoek om inligting te voorsien. Moet dan ook nie alles vertel wat jy weet nie: wees bondig, afgespits, en veral – wees korrek.



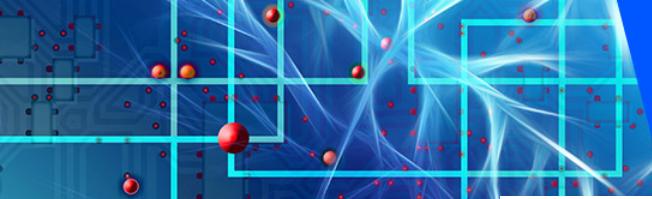


Politieke intelligensie

Praktiese wenke vir optredes in die buite-omgewing (vervolg)

- **Don't ever disagree with the senior members of your delegation in an open meeting,** and avoid any suggestion that you don't agree with the viewpoints of your Union.
- **In telefoongesprekke wees hoflik, maar bondig,** en teenoor persone wat die kantoorhoof telefonies wil spreek waar hy/sy nie beskikbaar is nie, moenie onwetend binne-inligting uitpraat nie: dit is niemand se besigheid waarom die persoon nie beskikbaar kan wees nie.





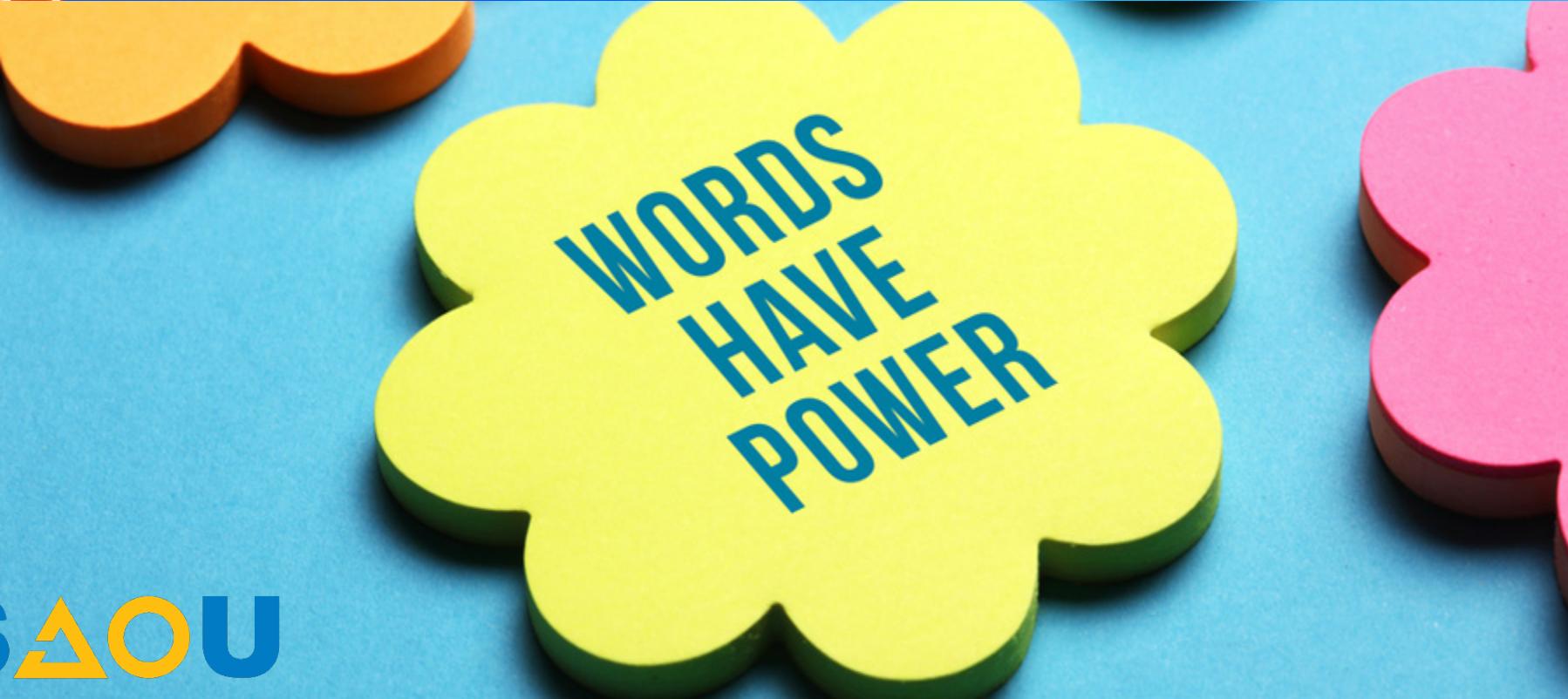
Aspects of personhood to bear in mind



Aggressievlakke



Language ability and use of language



Vermoë om situasies te lees



“Practice the art of interpreting situations constructively.”

Liggaamstaal



Liggaamstaal





TIMING





No matter
the situation,
never let your
emotions
overpower your
intelligence.

© notsalmon.com



SAOU