

STEWARD ROLES

HOW TO APPROACH THE STEWARD ROLE

Model the behavior you would like to see.

- > Be self-aware:
 - > If you keep doing the same thing you've always done, you'll likely keep getting the same results.
- > Encourage others to be self-aware:
 - > Tell people how their actions affect you and ask them to consider how they may be impacting others.

Stewards should watch for self-defeating behaviors in yourself and others (see principle above).

- > Helpless stories such as: "That's the way it's always been." "We always do it that way." "It's our tradition."
None of these things mean that change cannot occur, or that the pattern needs to continue.

Remind yourself that disagreements are part of the steward role.

- > Acknowledge your apprehension but do not let it control you.
- > There is plenty of support available to you from BCNU so that you can safely perform your role.
- > Labour Relations processes provide supports and safeguards; stay in contact with your team.
- > Remember when you are performing the steward role you are equal to the employer representative.

You can only do your best.

- > Stewards are always learning.
- > Know your obligation is to provide members full access to due process and not to guarantee successful outcomes.
- > Know when to seek advice.
- > Know how and when to adjourn a meeting.
- > Understand diversity.
- > Be curious.
- > Be respectful.
- > Be accountable for your actions.