

Bringing Developmental Relationships Home

**Tips and
Relationship
Builders for
Families**



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Discovering what kids need to succeed

Bringing Developmental Relationships Home: Tips and Relationship Builders

Every family can strengthen developmental relationships. This booklet offers everyday ideas and activities parenting adults can use to build developmental relationships in their families.

Every family has and can build relationships that guide children on a path of self-fulfillment and success in life. Family members do this through the everyday ways they interact with, care for, and invest in our relationships in our families.

Search Institute, a national applied-research organization, has been asking parents and kids about their relationships. What are they like? Why do they matter? What makes a difference?

Developmental relationships

Out of this research grew the framework of developmental relationships (Display 1). It identifies a total of five essential actions and twenty action steps that you can use as a parent in your relationships to help your children grow up well. Many relationships can include these actions. They are foundational to family life.

When we asked 1,085 parenting adults of 3 to 13 year olds from across the United States about these different actions, we found that some are quite common. Most parents said they Express Care, Challenge Growth, and Provide Support in their relationships with their

kids. However, fewer than half said they Share Power and Expand Possibility. (The specific survey results are included with the activities that follow.)

The good news is that all types of families from all kinds of backgrounds can—and do—build developmental relationships. So don't be surprised if you already do many things in the developmental relationships framework. But there are probably things you could do more often or more intentionally. And others may be new ideas you want to try as you work to help your children grow up well.

Why do these actions matter?

The research of Search Institute and others shows that when parenting adults consistently take the kinds

WANT MORE?

ParentFurther
a Search Institute resource for families

Visit www.ParentFurther.com, Search Institute's website for families, to find quizzes, conversation starters, activities, and other tools to strengthen developmental relationships in your family.

For more information on Search Institute's studies of developmental relationships in the lives of young people, please visit our web site at **www.search-institute.org**.

Display 1

Search Institute's developmental relationships framework

This framework of developmental relationships identifies five essential actions supported by twenty action steps that contribute to young people developing a group of key character strengths. Each action is bidirectional, with each person interacting with and influencing the other. For the purpose of clarity, however, the framework is expressed below from the perspective of one young person in a developmental relationship.

Express Care: Show that you like me and want the best for me.

- **Listen**—Pay attention when you are with me.
- **Be Warm**—Let me know that you like being with me and express positive feelings toward me.
- **Invest**—Commit time and energy to doing things for and with me.
- **Show Interest**—Make it a priority to understand who I am and what I care about.
- **Be Dependable**—Be someone I can count on and trust.

Challenge Growth: Insist that I try to continuously improve.

- **Inspire**—Help me see future possibilities for myself.
- **Expect**—Make it clear that you want me to live up to my potential.
- **Stretch**—Recognize my thoughts and abilities while also pushing me to go a bit further.
- **Limit**—Hold me accountable for appropriate boundaries and rules.

Provide Support: Help me complete tasks and achieve goals.

- **Encourage**—Praise my efforts and achievements.
- **Guide**—Provide practical assistance and feedback to help me learn.
- **Model**—Be an example I can learn from and admire.
- **Advocate**—Stand up for me when I need it.

Share Power: Hear my voice and let me share in making decisions.

- **Respect**—Take me seriously and treat me fairly.
- **Negotiate**—Give me a voice in making decisions that affect me.
- **Respond**—Understand and adjust to my needs, interests, and abilities.
- **Collaborate**—Work with me to accomplish goals and solve problems.

Expand Possibility: Expand my horizons and connect me to opportunities.

- **Explore**—Expose me to new ideas, experiences, and places.
- **Connect**—Introduce me to people who can help me grow.
- **Navigate**—Help me work through barriers that could stop me from achieving my goals.

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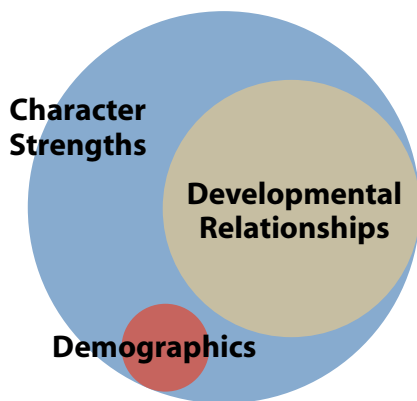
of relationship-building actions described in the developmental relationships framework, their children are more likely to develop key character strengths. (See Display 2.) They are more responsible, have a greater sense of purpose, are more caring, set goals for themselves, and are more engaged in learning.

What you can do

It's one thing to see and agree to a list of actions that are part of a developmental relationship. It's another thing to focus on strengthening a relationship. The following pages provide a variety of tips and activities you can use in your family to be more intentional in how you build developmental relationships. Doing so not only can help your children learn and thrive, but it can also be fun.

Display 2 Predicting young people's character strengths

Developmental relationships in families play a powerful role in children's growth. Based on analyses of the association between overall developmental relationships and a composite measure of character strengths, developmental relationships in families contribute 42% of the difference in parents' reports of key character strengths. Demographics such as income, race or ethnicity, and family composition contribute 4% of the variance.



Note: Based on stepwise regression analysis.

Using these ideas and activities

The tips and relationship-building activities on the following pages are intended to help you strengthen relationships in your family. In general, the tips are parenting practices that can be used many times. In contrast, most of the Relationship Builders are one-time activities that get you started with some new ways to strengthen developmental relationships together.

All of the tips and activities are organized around the five essential actions for creating and sustaining developmental relationships. These tips and activities were designed for use with children between ages 3 and 13—the same ages that are the focus of the Search Institute study. Feel free to adapt the strategies to meet the needs of your children.

Trying the tips and activities suggested here will not by themselves transform your relationship with your children. Authentic and powerful relationships take time. But using these ideas can help you become more intentional about building the kinds of relationships that have emerged through Search Institute's research.

You may be using many of these approaches already. When we interviewed diverse groups of parents across the country, however, many of them told us that they were not regularly doing many of these things and that they would welcome a simple list they could use to try them out.

How to get started

In Display 3, you'll find a Developmental Relationships Checklist. Have each family member complete the checklist separately, then compare notes. Talk about areas where there are differences between how family members view your relationships.

Notice, appreciate, and celebrate the strengths you see. Identify the challenges you want to work on together. Then try some of the ideas and relationship-building activities that follow.

Planning ahead and taking time to do activities may seem a bit awkward at first if that is not the way you have previously interacted with your children. If you want to enhance your family relationships, however, stretching yourself to try some new things can really pay

Display 3

A developmental relationships checklist for your family

Checkmark each action that you think is consistently true about your family.
(This is a discussion starter and a self-reflection tool, not a formal assessment.)

Express Care: Show that you like me and want the best for me.	
<input type="checkbox"/> We pay attention when we are together.	Listen
<input type="checkbox"/> We like being together. We express positive feelings to each other.	Be warm
<input type="checkbox"/> We commit time and energy to doing things for and with each other.	Invest
<input type="checkbox"/> We make it a priority to understand who each other is and what we care about.	Show interest
<input type="checkbox"/> We can count on and trust each other.	Be dependable
Challenge Growth: Insist that I try to continuously improve.	
<input type="checkbox"/> We help each other see future possibilities for ourselves.	Inspire
<input type="checkbox"/> We make it clear that we want each other to live up to our potential.	Expect
<input type="checkbox"/> We recognize each other's thoughts and abilities while also pushing each other to go a bit further.	Stretch
<input type="checkbox"/> We hold each other accountable to appropriate boundaries and rules.	Limit
Provide Support: Help me complete tasks and achieve goals.	
<input type="checkbox"/> We praise each other's efforts and achievements.	Encourage
<input type="checkbox"/> We provide practical assistance and feedback to help each other learn.	Guide
<input type="checkbox"/> We try to be examples that each other can learn from and admire.	Model
<input type="checkbox"/> We stand up for each other when we need it.	Advocate
Share Power: Hear my voice and let me share in making decisions.	
<input type="checkbox"/> We take each other seriously and treat each other fairly.	Respect
<input type="checkbox"/> Each of us has a say in making decisions that affect us.	Negotiate
<input type="checkbox"/> We understand and adjust to each other's needs, interests, and abilities.	Respond
<input type="checkbox"/> We work together to accomplish goals and solve problems.	Collaborate
Expand Possibility: Expand my horizons and connect me to opportunities.	
<input type="checkbox"/> We expose each to new ideas, experiences, and places.	Explore
<input type="checkbox"/> We introduce each to people who can help us grow.	Connect
<input type="checkbox"/> We help each other work through barriers that could stop one of us from achieving our goals.	Navigate

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off. Like many things in life, practice is essential for improvement.

As you try activities keep track of what you do and how it goes, using a form in Display 4.

Express care

“I listen. And I believe in him just as much as he believes in me. So I try to support him by being interested in what he likes, and trying it out.”

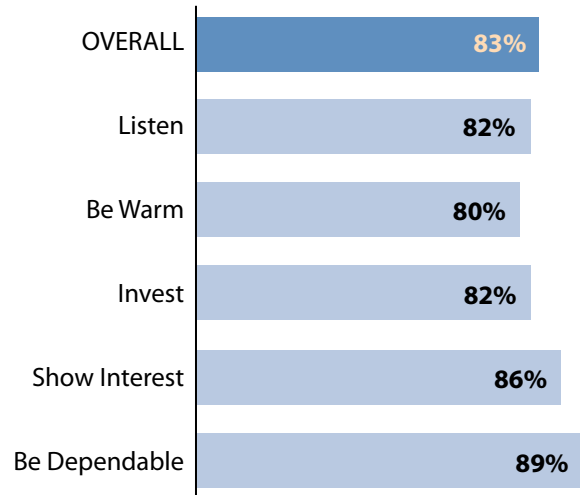
Expressing care is the foundation of relationships. When we express care to our children, we show them that we like them and want the best for them. We show our kids that we care by how we listen, show warmth, invest time and energy, and are someone they can count on. Try these ideas and activities to expand how you express care in your family.

Tips for expressing care

- When you see your child for the first time in a while (such as after waking up in the morning or coming home from school), ask how he or she is doing. Do not, however, use the phrase “How are

Express care: Parents’ perspectives

Percentage of parenting adults who report strength in each action that expresses care in their relationship with their child.



Based on a Search Institute survey of 1,085 U.S. parents with children ages 3 to 13.

you doing?” as another way to say hello without expecting or wanting an answer in return. Instead, ask it as a genuine question, listen to or probe for





an answer, and then ask a follow-up question or make a comment that lets your child know that you really heard what he or she had to say.

- Focus attention on your child when he or she is talking about things that are important to her or him. Put away the smartphone.
- Show interest in each other's *sparks*, which are deep interests or abilities that tap into your deepest passions. Support each other in exploring and developing these interests or passions.
- Have fun when you're together. Smile. Laugh. Never hesitate to be silly with your younger child (that's not always true with teenagers).

- Ask follow-up questions so both you and your child know you're listening to each other.
- When your child tells you about something he or she cares about or shows you something he or she has made or done, ask to know or to see more about it. Go beyond nodding or saying "great job" to ask what he or she is interested in or proud of.
- Find satisfaction in doing things for your child, even if those things aren't important to you.
- Make an effort to understand your child's point of view when he or she shares ideas or opinions.
- When your child tells you that he or she is struggling with or wondering about something, find opportunities to check in to see how things are going before your son or daughter raises the issue again.
- When your child says he or she has a problem, try not to immediately jump to offering a solution. Focus on understanding and empathizing first, and then see if your child has any ideas about a solution before you offer your ideas.
- Do what you say you will do with your child. When you can't, apologize.
- Participate in your child's imaginary world, whether that means becoming a character or imagining you are in another place. Convey enthusiasm for the world your child has created in her or his head.

Relationship builder 1: Unplug and focus

Select a period of time during which you will pay attention only to your child and will avoid even glances at your phone, television, computer, or other distractions. This might be harder than you think!

Choose a time period that will be noticeable for your child and something of a challenge for you, whether that means half an hour or half a day. Don't tell your child that you are intentionally avoiding distractions. Just make him or her feel like the center of your universe for a while by talking, playing a game, making something, or any other activity your child will enjoy.

If, the first time you try it, you have a good experience unplugging from the world to focus on your child, then make it a regular part of your family life.

Relationship builder 2: Say they matter most

Make a list of all the things you do in your life, from going to your job to paying bills to shopping for groceries and other general or unique things you often do. At the top of the list put your child's (or your children's) name. Show it to your child and tell her or him that they are more important to you than all those other things. Explain why you care about them so much.

Relationship builder 3: Surface strengths

Find a time when your family is together and ask everyone to write down the qualities they like about a member of the family on slips of paper. Have them only write down the qualities—such as being hard working, or considerate, or funny—without writing down the name of the family member they are thinking about.

After everyone has finished writing, put all of the slips in a bowl and then pass the bowl among the family members and ask each person to pick and read one (with reading assistance, if necessary). After each good quality is read, ask people to guess which member of the family the good quality describes.

End the activity by stressing how many good qualities exist in your family.

Relationship builder 4: What's valuable to you?

Ask your child to imagine that your family has been invited to get on a spaceship to go live on another planet together. Tell your child that each of you has only 15 minutes to select five physical objects from your home to bring along with you. Ask your child to take a minute to think about what he or she would bring.

If your child is old enough, ask him or her to write the things down before sharing them with you. While your child shares the things she or he would bring, write them down. While your child is writing or thinking about the question, do the same.

Then ask your child to share the first thing he or she would bring, and why. Next tell your child the first thing you would bring, and why. No judgments allowed! Just talk about why the things you chose were most important to you. Think about what her or his responses tell you about your child.

Challenge growth

“Having high expectations means a lot in our house. You know? An ‘F because you didn’t try’ is not the same as an ‘F and you gave everything you had.’”

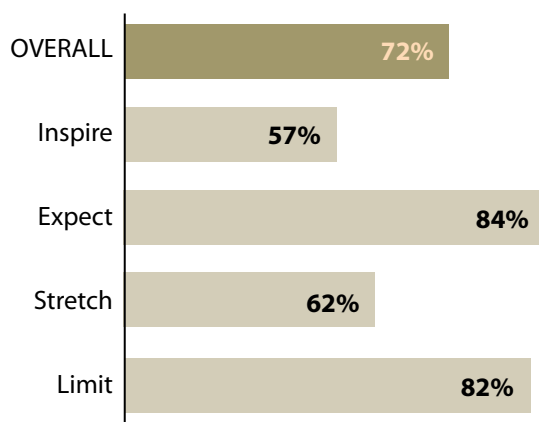
We all need nudges that push us to work hard on achieving our goals. We challenge our kids to grow by pushing them beyond what's comfortable, raising questions, and testing their abilities in ways that are demanding, stimulating, and motivating. We also help them keep them heading in a positive direction by setting appropriate limits. These ideas and activities can help you examine how you challenge growth in your child.

Tips for challenging growth

- Tell your child about people and ideas that have inspired you.
- Talk with your child about the positive things he or she has to look forward to in the future.
- Expect your child to do her or his best, even when doing something he or she doesn't like.
- Help your child find her or his own solutions rather than just telling him or her what to do.

Challenge growth: Parents' perspectives

Percentage of parenting adults who report strength in each action step that challenges growth in their relationship with their child.



Based on a Search Institute survey of 1,085 U.S. parents with children ages 3 to 13.



- Challenge your child to try things that are a little hard for him or her.
- Tell your child about a person who really inspires you now or one who did in the past. If possible, introduce your child to that person.
- Teach that making mistakes is part of learning.
- Praise your child for working hard and sticking to tasks even if he or she does not get the right answer or win the competition.
- Require your child to take responsibility if he or she does something wrong.

Relationship builder 5: Letter to the future

Sit down and write a letter to your child as if it is 20 years in the future and he or she is living a good life.. Make the letter interesting and informal and even funny if possible.

Your objective is to convey to your child that he or she has an exciting and important future to look forward to and that you have high expectations and hopes for him or her in many areas of life.

Relationship builder 6: Listing limits

Use this activity to see your family's rules and limits through the eyes of your child. Without reminding your

child about family rules, ask your child to talk about or write down the behaviors that he or she thinks are not acceptable in your family.

After your child has completed his or her list, talk about the behaviors he or she listed. Then add to the list any that you think are important but that your child did not include. Ask your child why she or he thinks your family has those limits or rules.

Talk about the role of limits in our lives. They may keep us from doing things we want to do, but they also keep everyone safe and help people live together more peacefully and happily.

Relationship builder 7: Ready or not?

Sit down with your child and make a list of the things that you don't allow him or her to do at the her or his current age, such as piercing ears, going on a date, staying out late, or seeing certain movies. Once you have a list that captures things that are important to you and your child, ask your child to say or write down the ages at which he or she should be allowed to do each thing.

After your child has completed the list, discuss the ages at which you think it will be acceptable to do the activities. Explore why it is important for young people to

have limits in their lives and why getting older comes with new opportunities and new responsibilities. If there are areas where your child wants more freedom, talk about what would be needed for you to be comfortable with renegotiating certain limits based on increased responsibility.

Relationship builder 8: Who has gone before?

With your child, collect photos, videos, documents, and other artifacts to create a family timeline about the history of your family. Ask your child for ideas of things to put in the timeline. Point out things that you can be proud of, including both accomplishments and obstacles that were overcome. Ask your child what aspect of this family history she or he is most curious about or proud of. Emphasize that your child is part of this proud history and that she or he has the opportunity to contribute to it by living a positive life today and in the future.

Relationship builder 9: Proudest moment

Talk with your child about times that he or she has been proud of something they achieved. This thing can be something your child achieved without help or that he or she did with assistance. Write down a word or phrase to summarize each time your child has felt proud. Then look over the list and ask your child if one time stands out as his or her single proudest moment in life so far.

Talk about what made that such a proud moment and what it might say about your child's interests and talents and future. In the coming days and weeks, find other ways to help your child feel a similar sense of pride in what he or she has accomplished.

Provide support

“I’ve made it my goal that I will be there 150% for her, no matter what. I don’t care what we have to go through, we’ll be there. You know? I’ll give her the shirt off my back to show her that she’s always got us.”

An important way families stick together is helping each other in practical ways to stay on track to learn, grow, complete tasks, and achieve goals. The following activities focus on this kind of support.



Tips for providing support

- Praise your child for her or his hard work, whether he or she succeeds or fails.
- Encourage your child to try new things he or she might be interested in. If your child is afraid to try something new because she or he is worried it might be too hard, explain that everyone has to start somewhere. Tell your child that if he or she tries something challenging and it doesn't go well, it doesn't mean he or she failed. It is just an opportunity to try again and get better.
- When you teach your child a skill, demonstrate it by breaking it into smaller steps.
- Model the values, attitudes, and behaviors you want your child to follow.
- Talk with your child about the need to do some things that you don't want to do in order to be able to do the things you do want to do. Share stories of things you do that you didn't (or don't) enjoy but that you did to enable you to achieve other goals that were important to you.

- When your child is not getting the help he or she needs from another adult, talk to the person and try to find a solution.

Relationship builder 10: Help reach a goal

Help your child select a goal that she or he wants to achieve and that you are going to work together to accomplish. Select an intermediate goal that will take weeks (not days or years) to complete. It could involve schoolwork or a favorite activity, but it needs to be a goal your child has, not just one that you want him or her to achieve.

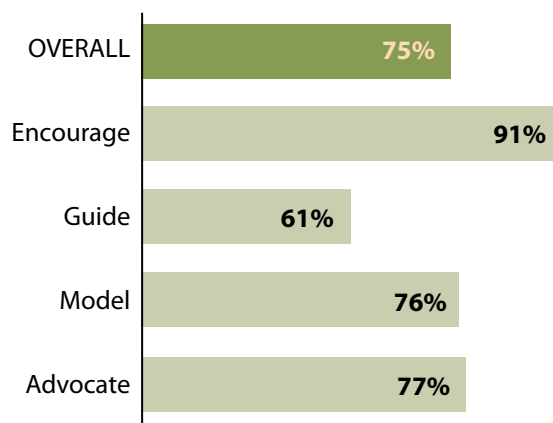
Work with your child to brainstorm the benefits of achieving the goal. Then brainstorm obstacles to achieving it. (Studies have shown that identifying both the benefits and the obstacles at the same time makes it more likely the goal will be achieved.) Then help your child think of ways to remove the obstacles if and when they are encountered.

Finally, help your son or daughter break the goal down into smaller steps that will lead toward the larger goal. Help your child set a date for reaching the goal. While your child is working to achieve the goal, check in regularly to see how things are going.

If your child reaches the goal, celebrate the accomplishment and ask your child to think about why

Provide support: Parents' perspectives

Parenting adults who report strength in each action that provides support in their relationship with their child.



Based on a Search Institute survey of 1,085 U.S. parents with children ages 3 to 13.

he or she succeeded. If your child did not achieve the objective, celebrate the effort and discuss what he or she could do differently in the future to increase the chances of successfully completing goals.



Whether your child reached the goal or not, ask her or him to share what they learned, enjoyed, or found most interesting as they were working on their goal.

Relationship builder 11: Do what's right

Tell your child about a time in your life when you did what you believed was right even if others disagreed or you had to pay a price for what you did. Ask your child if he or she ever feels pressure to do things that don't feel right. If the answer is yes, ask for an example and discuss it together. Talk about the importance of standing up for what is right and encourage your child to talk with you if she or he ever feels pressure not to do the right thing.

Relationship builder 12: Stand up for me

Ask your child if there is a time or a place in his or her life where he or she doesn't feel safe or feels she or he is being treated unfairly. If your child answers that there is such a time or place, talk about things your child could do to deal with the situation. Also talk to relevant adults in that situation to attempt to understand and resolve the issue.

After you have done that, let your child know you took steps to address the concern. Even if you aren't successful, it is important your child knows you made the effort.

Share power

“Respect them. And expect them to respect you in return.”

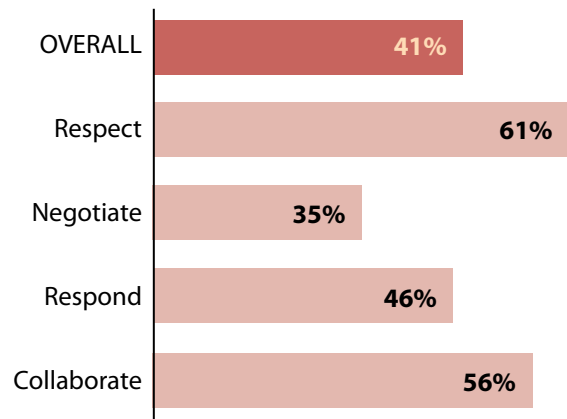
Relationships involve a give and take. Kids learn and grow when they have a voice in the family and are part of making decisions that affect them. How we share power—how that changes as our kids grow up—prepares them to be responsible, contributing adults. The following activities examine how you share power in your family.

Tips for sharing power

- Respect your child's opinions, even when you disagree.
- When you're in a disagreement, take time to understand each other's point of view.
- Be open to changing your opinions on important topics based on what you learn from your child.

Share power: Parents' perspectives

Percentage of parenting adults who report strength in each action that shares power in their relationship with their child.



Based on a Search Institute survey of 1,085 U.S. parents with children ages 3 to 13.

- When your child doesn't understand what you're trying to teach, try to show her or him in a different way.
- Create something new together that neither of you has done before. Options could include devising a new recipe, building something, painting a picture, or creating a piece of music.
- Develop new interests based on things you learn from your child.
- The next time your child comes to you about a large or small problem, don't provide the answers or solve the problem. Instead, say something like, "Let's see what you can do," and then ask your child find solution with your guidance.
- Respect one another's point of view, even if you disagree.

Relationship builder 13: Listen first

When your child gets upset about something or when he or she has done something wrong, listen carefully and let your child know that you understand his or her feelings before you respond. Use words such as "It sounds like you feel that . . ." and then do your best to describe how your child is feeling in order to let him or her know that you understand your child's perspective even if you don't

agree with it. Communicate that you understand and care about how the child feels even if you believe that he or she needs to make different decisions in the future.

Relationship builder 14: You choose

Find a time when you need or want your child to make a decision and then provide him or her with several distinct options to choose from. Provide your child with at least two options, but not so many options that your son or daughter will struggle to choose among them. For example, offer four books from which your child can choose two bedtime stories, or offer several snacks from which they can choose one.

To the greatest extent possible, let your child make the decision without interference, although you can provide guidance on which option might be the best one from your perspective. If your child chooses an option different from the one you advised or that you would have chosen, you can mention that to your child, but let the child make the final decision.

Relationship builder 15: Family meeting

Hold a family meeting to discuss issues that are important to each member of the family. Let your child(ren) help determine the agenda for the meeting. Include as many kid-suggested items as possible on the agenda so that the young people feel that their ideas and priorities truly matter in the family. Write and print the meeting agenda in advance so that children will see their ideas included on a printed and official agenda. When you come to those items during the meeting, be sure to let your child express whatever ideas and opinions he or she considers important before you provide an adult perspective.

Relationship builder 16: Time together

Select a single day or an entire vacation and let your child help plan what you will do. Invite your child to suggest ideas for the day or the trip before you suggest any of your own. Do as many of your child's ideas as possible. As you move through the day or the vacation, celebrate your child's choices and thank him or her for the good ideas. If your child struggles to think of enough or any activities, provide him or her with several ideas to get started and ask him or her to choose one.

Relationship builder 17: Teach something

Ask your child to teach you how to do something that you currently do not know how to do. For example, a young child could draw a tower or build one out of Legos. An older child could play a song on a musical instrument or demonstrate videogame skills.

Pay close attention while your child does the teaching and ask your child questions that allow him or her to demonstrate their expertise. After your child has finished teaching, ask her or him how it felt. Encourage your child to share what he or she knows and can do with others in the future.

Expand possibility

“I believe in him just as much as he believes in me. So I try to support him by being interested in what he likes, and trying it out.”



We help each other grow in our families when we look beyond what we already know and imagine new possibilities in the future. This involves trying new things, going new places, and meeting people. Try the following activities.

Tips for expanding possibility

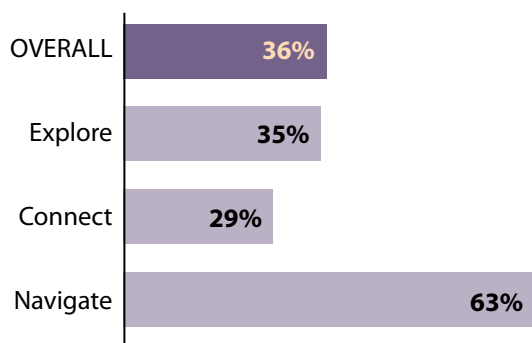
- Show your child how to ask for help when he or she needs it and then help your child practice that skill. For example, when he or she wants something in a restaurant or store, help your child ask a waiter or clerk for help rather than doing it for your child.
- Do a volunteer service activity together. Ask your child for ideas of causes or places where he or she would like to volunteer.
- Find opportunities for your child to spend time with people who are different from your family.
- Introduce your child to new music, art, or activities.
- Introduce your child to other trustworthy adults who have a hobby or interest that your child shares.

Relationship builder 18: Map relationships

Encourage your child to think about the people he or she interacts with at home, in your extended family, at school,

Expand possibility: Parents' perspectives

Percentage of parenting adults who report strength in each action that expand possibility in their relationship with their child.



Based on a Search Institute survey of 1,085 U.S. parents with children ages 3 to 13.

in afterschool programs, in the community, and in other places where he or she spends time. Invite them to think about both adults and other kids.

More specifically, ask your child the following questions: (1) Who do you think really cares about you? (2) Who tells you that you should work on things to do them better? (3) Who helps you do things? (4) Who really listens to you and who sometimes lets you decide things for yourself? (5) Who tells you about new things, takes you to new places, and introduces you to new people?

Take brief notes during the conversation so you have a record of your child's responses. Share the notes with your child afterwards, then keep them for future reference. If your child names people you don't know, ask questions to learn more about them. If there is an area of your child's life (i.e. school) in which he or she does not experience one or more of the five essential actions that define a developmental relationship, talk about ways that he or she might make new connections in those environments. You may want to reach out to adults in those environments to encourage them to help your child build developmental relationships.

Relationship builder 19: Different from us

Introduce your child to a person, a family, or a community or an organization that comes from a culture different from yours. You can visit community festivals, restaurants, and museums to expand your child's perspective. Explain that meeting people who are different from us can make life more interesting and helps us get along better with others in our world. Discuss ways that this new culture is similar and ways that it is different from your own.

Relationship builder 20: Scavenger hunt

Visit a museum or a similar organization without your children and find interesting things for them to see and do there. While you are there, plan a scavenger hunt that the children will lead on a later visit. Give your child clues to find the things in the museum. Whatever they find, celebrate the hunt and ask your child what she or he thought about the "treasures" they found. Find a creative way to celebrate your child's participation in the scavenger hunt and the results—whatever they might be.

Display 4

Tracking Your Family's Experiences with Relationship Builder Activities

Use this checklist to keep track of the Relationship Builder activities you try. Put a checkmark by those you try. Make a note about what you learned from the activity—or what you'd do differently the next time.

	Relationship Builder Activity	Tried It	How Did It Go?
Express Care	1. Unplug and focus	<input type="checkbox"/>	
	2. Say they matter most	<input type="checkbox"/>	
	3. Surface strengths	<input type="checkbox"/>	
	4. What's valuable to you?	<input type="checkbox"/>	
Challenge Growth	5. Letters to the future	<input type="checkbox"/>	
	6. Listing limits	<input type="checkbox"/>	
	7. Ready or not	<input type="checkbox"/>	
	8. Who has gone before?	<input type="checkbox"/>	
	9. Proudest moment	<input type="checkbox"/>	
Provide Support	10. Help reach a goal	<input type="checkbox"/>	
	11. Do what's right	<input type="checkbox"/>	
	12. Stand up for me	<input type="checkbox"/>	
Share Power	13. Listen first	<input type="checkbox"/>	
	14. You choose	<input type="checkbox"/>	
	15. Family meeting	<input type="checkbox"/>	
	16. Time together	<input type="checkbox"/>	
	17. Teach something	<input type="checkbox"/>	
Expand Possibility	18. Map relationships	<input type="checkbox"/>	
	19. Different from us	<input type="checkbox"/>	
	20. Scavenger hunt	<input type="checkbox"/>	

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