

Circle of Control

ACTIVITY

Step 1: Reflect on Your Concerns

Take a moment to think about the various things that are currently on your mind related to equitable and human-centered changes within the TANF program. These could be concerns, worries, tasks, or any situations affecting your work or the communities you serve.

Step 2: Identify What You Can Control

Write down the things you can directly influence at different levels:

Self: Your own behavior, reactions to situations, decisions, and daily habits.

Team: Actions and initiatives within your immediate team or department.

Office: Policies, procedures, and practices within your TANF office.

State: Advocacy efforts, policy proposals, and collaborations within your state.

Regional: Collaborative efforts and initiatives across regions for systemic change.

Step 3: Identify What You Cannot Control

Write down things that are beyond your direct influence but are still relevant to consider:

Region: Broader regional dynamics and challenges affecting TANF programs.

State: Larger state-level policies, funding allocations, and legislative decisions.

Federal: National-level policies, funding structures, and regulatory frameworks.

Other external factors: Economic trends, societal changes, and external perceptions of TANF.

Step 4: Review and Reflect

Look at your circles and reflect on the distribution of items. This visual representation helps you see where you might be focusing too much energy on things outside your direct control.

Step 5: Action Planning

Based on your Circle of Control, think about actionable steps you can take to influence these areas positively. This might involve setting specific goals, creating new habits, fostering collaborations, or advocating for policy changes.

Step 6: Commit to Shift Focus

Make a conscious effort to shift your focus away from the things you cannot control toward what you can influence. This step is crucial for effective leadership and impact within the TANF program.

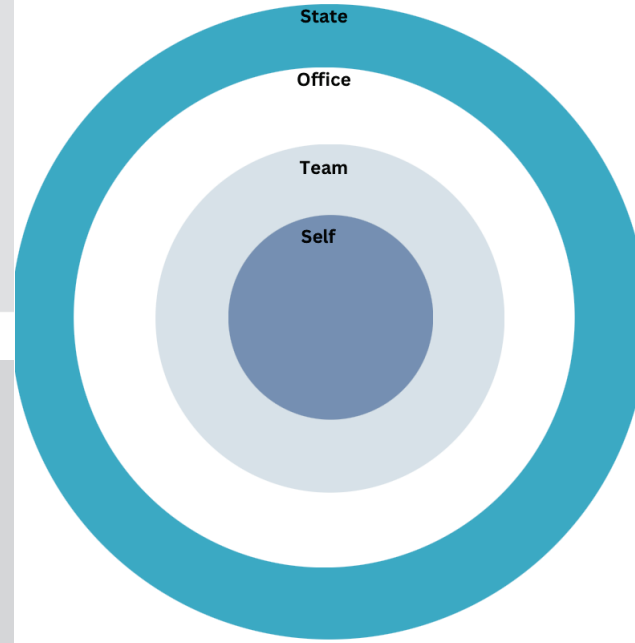
Step 7: Regular Review

Revisit and update your Circle of Control regularly as you navigate changes and opportunities within the TANF landscape. Adapting to new information and evolving contexts is key to driving equitable and human-centered changes effectively.

In my control

Region

Region



State

Office

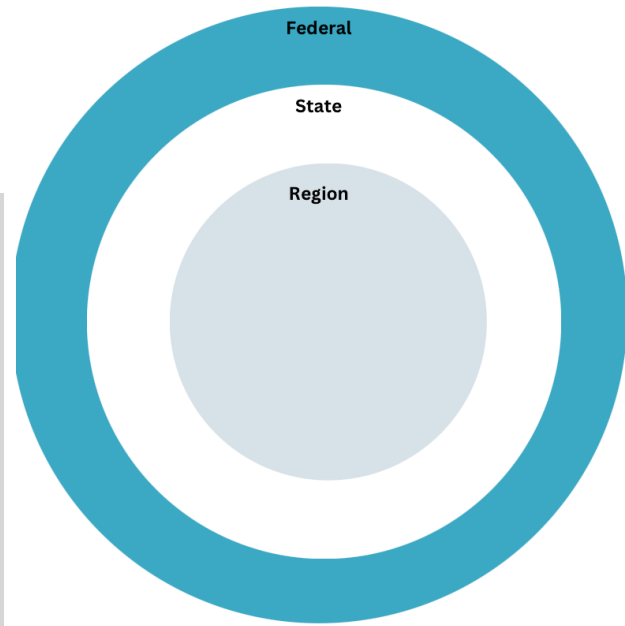
Team

Self

Outside of my control

External Factors

External Factors



Federal

State

Region

Action Planning

Guiding Questions:

- Based on the Circle of Control activity, what specific changes can you implement to center equity in your role within the TANF program once you leave this conference?
- What are some long-term goals related to equity and human-centered changes that you plan to advocate for, even if you don't have direct influence over them?
- How do you plan to address and overcome your own blind spots or internal biases to ensure that meaningful change can occur within your sphere of influence?
- When faced with necessary but uncomfortable change, what strategies do you employ to navigate and embrace these challenges effectively?
- Considering the interconnectedness of individual actions and systemic impact, how can you collaborate with others at different levels (county, state, regional, federal) to drive equitable and human-centered changes within the TANF program?

