



Daryeelka Ku habboon Jugta Maskaxda ee Dhallaanka iyo Ilmaha socod baradka ah ee ku jira Daryeelka Carruurta

Xaashida Waxqabadka Ka qaybgalaha ee Kulanka 6: Hoggaaminta Daryeelka Ku habboon Jugta Maskaxda

Isticmaalka la soo jeediyay: Waxqabadka xaashidan waxaa loo isticmaali karaa in lagu qorto qoraalada sida macluumaadkani ula xiriiro shaqadaada ka hoggaamiye ahaan goob carruurnimada hore ah oo u adeegta dhallaanka iyo ilmaha socod baradka ah. Waxaad sidoo kale u isticmaali kartaa inaad uga qaybqaadato hawlaha inta lagu jiro kulankan.

Xusuus-qorka Tababarka



Kulanka 6: Waxqabadyada, Milicsiyada, iyo Qorshaynta Isbeddelka

Bogga 2. Soo dhowow

- ◆ Marka aan eego doorka hoggaaminta barnaamijka carruurnimada hore, ma ogayn inaan baran doono ...
- ◆ Dhiirigelinta aan siin lahaa qof ku cusub door hoggaamineed oo ku aadan goob xannaanada hore ee carruurta ah waxay noqonaysaa...

Bogga 6. Deegaankeena Waxbarashada

- ◆ Ka fikir sida ugu wanaagsan ee aad wax u barato.
- ◆ Taageeradee ayaad jeclaan lahayd inaad ka hesho dadka kale inta lagu jiro kulankan?
- ◆ Qor qaar ka mid ah heshiisyada waxbarashada la wadaago ee la go'aamiyay.

Bogga 8. Waxqabadka Wax Ka Warqabka

- ◆ Milicso waxqabadka wax ka warqabka.
- ◆ Maxaad doonaysaa inaad ka xasuusato khibradan?



Bogga 15. Arrimaha Ilaalinta

- ◆ Marka aad ka fikirto sida aad uga gudubtay waayo adag, waa maxay waxaas kaa caawiyay inaad ka gudubto dhibkaas?
- ◆ Maxaa ka mid ah nololaha oo kaa caawiyay inaad “caadi” noqoto ama xitaa laga yaabaa inaad ku awood badan tahay dhanka kale ee dhibka?
- ◆ Marki aad la kulantay caqabado iyo dhibaatooyin adag oo aad ka guulaysatay duruufahaas, maxaad oran lahayd waa sababta aad uga gudubtay dhibka?

Bogga 21. Waa maxay Daryeelka Ku habboon Jugta Maskaxda?

- ◆ Kadib milicsiga qeexitaanka daryeelka ku habboon jugta maskaxda, maxay kaaga dhigan tahay inaad bixiso barnaamij xanaano caruur oo ka jawaabaya shoogga?
- ◆ Muxuu ka dhigan yahay daryeelka ku habboon Jugta maskaxda ku habboon dhallaanka, socod baradka, iyo qoysaskooda aad ugu adeegto barnaamijkaaga?
- ◆ Waa maxay walaacyada ama aagaga kalsoonida aad ku qabto ee xagga hoggaaminta dadaalada daryeelka ku habboon jugta maskaxda?

Bogga 22. Xiriiradu Waa Muhiim

- ◆ Waa maxay waxa aad sida aadka ah ugu faanayso ee ku aadan sida aad u abuurayso una qiimaynayso cilaaqaadka ka ahaan hoggaamiye barnaamij?



Bogga 25. Su'aal

- ◆ Maxay hoggaamin kuula micno tahay adiga?

Bogga 26. Muuqaalka: *Hoggaamiye iyo Maareeye*

- ◆ Muuqaalkaga dhexdiisa, Simon wuxuu sharraxayaa, "Hoggaaminta dhabta ah waxay ku bilaabataa 'masuul ka ahaanshaha' iyo daryeelista kuwa ku jira 'masuuliyadeena'" (Sinek, 2019).
 - Maxay tani ka dhigan tahay xagaaga?
- ◆ Maxay ahayd taariikhdaada shakhsi ee ku aadan noqoshada qof hoggaamiye u ah carruurnimada hore? (Tusaale ahaan, sidee ku noqotay hoggaamiye? Safarkaagu sidee ayuu ahaa?)
- ◆ Maxay ahayd farxadi kuugu waynayd ee inaad hoggaamiye ka noqotay carruurnimada hore?
- ◆ Maxay ahayd caqabadihi kuugu waynaa ee inaad hoggaamiye ka noqotay carruurnimada hore?

Isha: Sinek, S. (2019). *Leader versus manager*. <https://www.youtube.com/watch?v=nSUJwmPQEYg>



Bogga 28. Muhiimada Dib isu-Milicsiga

- ◆ Akhri xigashada soo socoto: “Sidaad isu aragto inaad tahay qofka masuulka ka ah waxay saamaysaa dhaqdhaqaaqyada dadka dhexdooda maalin kasta xagga barnaamijkaaga carruurnimada hore” (Humphries, 2018).
- ◆ Sawir sawirada soo socdo, kadibna dhammaystir bayaanka la socdo.
 - Laambadda nalka: Waxaan rabaa barnaamijkayga (shaqaalaha, carruurta, qoysaska) ay ogaadaan in aan u **malaynayo** in ahaanshaha hoggaamiyahooda ay tahay _____.
 - Qalbiga: Waxaan rabaa carruurta, qoysaska, iyo macalimiinta inay ogaadaan in aan **dareemayo** _____ inaan hoggaamiye ka ahay xannaano carruur.
 - Gacmo ama cago: Waxaan rabaa inaan si fiican ugu **adeego** shaqaalahayga, carruurta, iyo qoysaska anigoo .
- ◆ UGU dambaynti, milicso waxqabadkan adigoo ka jawaabaya waxyaabaha soo socda:
 - Sidee kula ahayd in la dhammaystiro oraahyadaan?
 - Maxay ka dhigan tahay in la milicsado qofka aad tahay sidi “qof masuul ka ah”?

Isha: Humphries, J. (2018). *Hoggaan Fududaynta: Gudasho saamayn*. Xarunta McCormick ee Hoggaaminta Carruurnimada Hore. <https://mccormickcenter.nl.edu/library/facilitative-leadership-an-exercise-of-influence>



Bogga 29. Qaab-dhismeedka Hoggaaminta oo Dhan

- ◆ Waa maxay waxyaabaha lagama maarmaanka u ah noloshaada?

Bogga 30. Hoggaaminta oo Dhan – Hoggaaminta Maamulka

- ◆ Qor ereyada kugu soo dhaca marka lagu waydiiyo tayada hoggaaminta muhiimka ah iyo xirfadaha ay leeyihiin hoggaamiyeyaasha carruurnimada hore.

Bogga 31. Hoggaaminta oo Dhan – Hoggaaminta Maamulka

- ◆ Dhinacyadee hoggaaminta maamulka ayaad wakhtiga ugu badan ku qaadataa maalin kasta ka hoggaamiye ahaan carruurnimada hore?

- ◆ Dhinacyadee ka midka ah hoggaaminta maamulka ayaa awoodo kuu ah adiga?

- ◆ Dhinacyadee ayaad u aqoonsan lahayd inay yihiin caqabado?



Bogga 32. Hoggaaminta Dhan – Hoggaaminta Habka Waxbaridda

- ◆ Sidee ugu dhaqantaa hoggaaminta waxbarasho korna ugu qaadaa ku lug yeelashada qoyska ee barnaamijkaaga?
- ◆ Kadib marki aad wax ka maqashay kaqaybgalayaasha kale, xeeladahee ayaad ka wada siman tihiin?
- ◆ Maxay yihiin xeeladaha cusub ee aad ka kororsatay wadahalada aad la yeelatay kaqaybgalayaasha kale?

Bogga 33. Dib isu Milicsiga Hoggaaminta iyo Qiimaynta

- ◆ Sawir sawirka “biisadaada hoggaaminta.”



Bogga 35. Furaha Wadada Bogsashada

- ◆ Dhammeystir labada jumladood ee soo socda:
 - Xagayga, marki aan maqlo ereyga *bogsasho*, waxaan ka fikiraa ...

 - Marki aan ka fikiro waxa ay bogsasho iila micno tahay aniga iyo fursadda ay carruurta u haystaan inay bogsadaan inta ay kaqaybqaadanayaan barnaamijka xannaanada carruurta, waxay i dareensiisaa _____, waxaana ka fikiraa _____, waxaana rajaynayaa _____, waxaana rabaa _____.

Bogga 37. Badqabka

- ◆ Waa maxay qaar ka mid ah xeeladaha iyo dhaqamada barnaamijka dhexdiisa ee taageera badqabka shucuureed?

- ◆ Waa maxay waxyaabaha aan rabo inaa isku dayo inaan sameeyo si aan u kobciyo badqabka shucuureed?

Bogga 38. Aaminaadda iyo Daahfurnaanta

- ◆ Waa maxay fikradaha aad ku dari lahayd?

- ◆ Waa maxay siyaabaha aad ugu jeceshahay ee aaminaad iyo daahfurnaan looga dhiso barnaamijkaaga?



Bogga 39. Taageerada Asaagga

- ◆ Waa maxay fikradaha aad ku dari lahayd?

- ◆ Waa maxay siyaabaha aad ugu jeceshahay ee lagu xaqiijiyo inay taageerada asaaga ka jirto barnaamijkaaga?

Bogga 40. Iskaashiga iyo Labada Dhinac

- ◆ Waa maxay fikradaha aad ku dari lahayd?

- ◆ Waa maxay siyaabaha aad ugu jeceshahay inaad taageerto iskaashiga iyo labo dhinacnimada ee barnaamijkaaga?

- ◆ Maxay yihiin wakaaladaha bulshada ee aad kala shaqayso inaad taageerto carruurta iyo qoysaska ee barnaamijkaaga?

Bogga 41. Awoodsiinta, Codka, iyo Doorashada

- ◆ Waa maxay fikradaha aad ku dari lahayd?

- ◆ Waa maxay siyaabaha aad ugu jeceshahay inaad ku awoodsiiso oo aad ku maamuusto codka iyo doorashada ee barnaamijkaaga?



Bogga 42. Sinnaanta iyo Dhaqamada Dhaqan Ahaan Ka Jawaabaya

- ◆ Waa maxay fikradaha aad ku dari lahayd?

- ◆ Waa maxay siyaabaha aad ugu jeceshahay inaad ku abuurto barnaamij dhaqan ahaan ka jawaabaya, mid waayo-aragnimo loo siman yahay siiya dhammaan carruurta, qoysaska, iyo shaqaalaha?

- ◆ Marka xigta, kadib milicsiga Lixda Mabda' ee Hoggaaminta Daryeelka Ku habboon Jugta Maskaxda ee Barnaamijyada Xannaanada Carruurta, ka jawaab waxyaabaha soo socdo: Ka ahaan hoggaamiye barnaamij, sidee ayaan ku sii wadi doonaa inaan horumar ka sameeyo ...
 - Kor u qaadista badqabka jireed iyo shucuureed?

 - Dhiirigelinta taageerada asaagga ee carruurta, shaqaalaha, iyo qoysaska dhexdooda?

 - Kaqaybgelinta carruurta iyo qoysaskooda xagga go'aan gaarista?

 - Ansixinta iyo sugidda khibradaha carruurta iyo qoysaskooda?

 - Bixinta adeegyo iyo taageerooyin dhaqan ahaan ka jawaabaya iyo wax kaqabashada arrimaha sinnaanta?

- ◆ Kadib wadhadalka kale ee kaqaybgalayaasha, maxay tahay hal tallaabo oo aad qaadi doonto—ama hal xeelad oo aad baratay oo aad isku-dayi doonto—la xiriirta mid ka mid ah Lixda Mabaadii' ee Muhiimka ah ee Lagu Hoggaamiyo Daryeelka Ku habboon Jugta Maskaxda ee Barnaamijyada Xannaanada Carruurta.



Bogga 45. Muuqaalka

- ◆ Maxaa si gaar ah kaaga soo jiiday muuqaalkan?

- ◆ Maxay kula tahay qorista bayaan hiigsi kadib marka aad daawato muuqaalkan?

- ◆ Marka xigta, xoogaa wakhti ah ku qaado inaad ku dhammeystirto **Buug-yaraha 6.8. [Horumarinta Bayaanka Hiigsi Shakhsi Ahaaneed.](#)**
- ◆ Kadib marka aad dhammeystirto hawshan, dib u milicso waxyaabaha soo socdo:
 - Maxay khibradani kula ahayd adiga?

 - Waa maxay waxa kaa yaabiyay ee ku saabsan bayaankaaga?

 - Maxaa kuu muuqday inuu yahay wax xaqiijiyay wax aad ka ogayd naftaada?

 - Maxay yihiin fikradaha kale ee aad qabto?

Developing a Personal Vision Statement

What are the ten things you most enjoy doing? Be honest. These are ten things without which your weeks, months, and years would feel incomplete.

1. _____ 4. _____
 2. _____ 5. _____
 3. _____ 6. _____
 7. _____ 8. _____
 9. _____ 10. _____

What three things must you do every single day to feel fulfilled?

1. _____
 2. _____
 3. _____

What are your five or six most important values?

Here are some examples: Achievement, Accountability, Success, Ambition, Challenge, Collaboration, Creativity, Change, Control, Dedication, Dependability, Dignity, Diversity, Efficiency, Energy, Engagement, Empowerment, Excellence, Endurance, Flexibility, Honesty, Independence, Integrity, Innovation, Inspiration, Integrity, Loyalty, Openness, Persistence, Quality, Respect, Responsibility, Security, Service, Simplicity, Support, Stability.

1. _____ 4. _____
 2. _____ 5. _____
 3. _____ 6. _____

Your life has six important dimensions, all of which deserve some attention in your personal vision statement. Write one important goal for each category.

Education/Education _____
 Family/Home _____
 Financial/Career _____
 Health/Physical _____
 Social/Other _____
 Spiritual/Religion _____

Bogga 46. Bayaanka Hiigsiga Barnaamijka

- ◆ Qaado dhowr daqiiqo oo qor bayaan hal- ama labo jumlo ah- — “bayaanka hiigsiga xannaanada carruurta ee ka jawaabista shoogga.”

- ◆ Marka xigta dib u milicso waxyaabaha soo socda:
 - Sidee ayay tani kula ahayd adiga?



- Sidee ayay ula barbardhigantay qorista bayaankaaga hiigsiga aragtida? (Ma ay fududayd? Ma ay adkayd?)
- Sidee u malaynaysaa inaad u isticmaali karto bayaankaaga xagga horay u socoshada?

Bogga 47. Daryeelista daryeel bixiyaasha Dhallaanka/Socod-baradka

- ◆ Dhammaystir jumladaha soo socda:
 - Hal wax oo aan samayn karo si aan u taageero daryeel bixiyaasha dhallaanka/socod-baradka waa ...
 - Hal wax oo aan samayn karo si aan u taageero daryeel bixiyaasha dhallaanka/socod-baradka xagga bixinta daryeelka ku habboon jugta maskaxda waa ...

Bogga 48. Xirfadaha Hoggaaminta Wax Ku Oolka ah

- ◆ Waa maxay hal wax oo aan ku taageeri karo xirfadahayga hoggaaminta?
- ◆ Dhammeystir waxyaabaha soo socdo iyadoo loo eegayo jawaabtaada kore:
 - Kheyraadka aan haysto waa...
 - Kheyraadyada aan u baahanahay waa ...
 - Qaybaha aan ugu kalsoonahay...
 - Tallaabooyinka aan qaadi doono waa ...



Bogga 49. Ku Xirmashada Kheyraadka iyo Taageerooyinka

- ◆ Waa maxay hal wax oo aan samayn karo si aan ugu xirmo kheyraadka bulshadayda si aan sida ugu wanaagsan u bixiyo barnaamij ka jawaaba shoogga?

- ◆ Kheyraadka aan haysto waa...

- ◆ Kheyraadyada aan u baahanahay waa ...

- ◆ Qaybaha aan ugu kalsoonahay...

- ◆ Tallaabooyinka aan qaadi doono waa ...

Bogga 50. Ladnaanta Hoggaamineed

- ◆ Maxay ladnaan kuula eg tahay adiga?

- ◆ Maxay kuula muuqataa?

- ◆ Sidee u egtahay?



- ◆ Qaado xoogaa wakhti ah oo ka fikir waxa aad u baahan tahay si aad horay ugu anba qaado ladnaantaada. Adigoo sawiradaan maskaxda ku haya, dhammeystir oraahyada soo socda:
 - Si aan u taageero ladnaanta hoggaamintayda, waxaan ...
 - Kheyraadka aan haysto waa...
 - Kheyraadyada aan u baahanahay waa ...
 - Qaybaha aan ugu kalsoonahay...
 - Tallaabooyinka aan qaadi doono waa ...

Bogga 51. Isku Soo Duuduubidda Sheekada

- ◆ Waa maxay xeeladaha ee aadka kuu cajabiyay ee ku saabsan isku-dayidda marka aad ku laabato inaad abuurto Lixda Mabaadii' ee Lagu Hoggaamiyo Daryeelka Ku habboon Jugta Maskaxda ee Barnaamijyada Xannaanada Carruurta? Qor xeeladaha hoose:
 - Dhisidda badbaadada carruurta, daryeel bixiyaasha, iyo qoysaska
 - Kobcinta Aaminaadda iyo Daahfurnaanta
 - Abuurista taageerada asaagga
 - Qaabaynta iskaashiga iyo labada dhinac
 - Beerashada awoodsiinta, codka, iyo doorashada



- Mudnaansiinta sinnaanta iyo dhaqamada dhaqan ahaan ka jawaabaya

- ◆ Aagee dareemaysaa inaad aad ugu kalsoon tahay?

- ◆ Aagee u malaynaysaa inuu noqon doono fursadda ugu wayn oo lagu xoojiyo barnaamijkaaga qaabka ka jawaabista shoogga?

Bogga 52. Muuqaalka

- ◆ Waa maxay milicsiyadaada ka socda Muuqaalkaga?

- ◆ Maxaad maqashay oo aad rabtaa inaad xusuusato?

Bogga 54. Fariimaha Muhiimka ah ee Aad la Tagayso Guriga

- ◆ Waa maxay fariimahaaga ugu muhiimsan ee aad maanta baratay?



- ◆ Buug-yaraha 6.9. [Lixda Dhinac ee Qaabka Fiyoo-bidda](#)
- ◆ Buug-yaraha 6.10. [Bilaabidda Niyad-dejinta: Qalabka loogu talagalay Ururada Carruurnimada Hore](#)
- ◆ Buug-yaraha 6.11. [Adeegyada Loogu Talagalay Qoysaska Dhallaanka iyo Ilmaha Socod Baradka ah ee Dareemaya Shoogga](#)



Daryeelka Ku habboon Jugta Maskaxda ee Dhallaanka iyo Ilmaha Socod-baradka ah ee ku jira Daryeelka Carruurta: Shuruudaha Taxanaha Tababarka iyo Qeexitaannada

Macluumaadka soo socda waxaa loogu talagalay inuu ka caawiyo daryeel bixiyaasha dhallaanka/carruurta inay xoojiyaan fahamkooda ereyada iyo qeexitaannada lagu falanqeehay *Taxanaha Daryeelka Ku habboon Jugta maskaxda ee Dhallaanka iyo Socodka Carruurta*. Shuruudaha iyo qeexitaannada la taxay waxay bixiyaan macluumaad laga helo ilo kala duwan.

Ereyada iyo Qeexitaannada Jugta Maskaxda

Nooca Jugta Maskaxda	Qeexitaan iyo Sharaxaad
Jugta maskaxda Ba'an	<ul style="list-style-type: none"> ◆ "Natiijooyinka ka dhasha la kulmida hal dhacdo oo aad u daran" (Crisis Prevention Institute [CPI], 2020, bogga 4). ◆ "Dhacdooyinkaani waxay wiiqayaan dareenka ilmaha ee badbaadada jireed iyo/ama shucuureed" (Sorrels, 2015, bogga 13).
Jugta maskaxda ee Balaaran	<ul style="list-style-type: none"> ◆ "Natiijooyinka ka dhasha la kulmida muddada badan xaaladaha naxdinta leh" (CPI, 2020, bogga 4). ◆ "Jugta maskaxda ee balaaran wuxuu qeexayaa la kulanka carruurta ee labadaba dhacdooyin naxdin leh oo badan—badanaa ah mid duullaan ah, oo dad la xiriira—iyo saameynta ballaaran ee muddada dheer ka soo gaadhaysa. Dhacdooyinkaani waa kuwo daran oo baahsan, sida xadgudub ama dayacaad qoto dheer. Badanaa waxay dhacaan goor hore nolosha waxayna carqaladeyn karaan dhinacyo badan oo ka mid ah horumarka ilmaha iyo sameynta dareenka nafta." (Shabakadda Qaranka ee Walbahaarka Carruurta [NCTSN], nd-a, baaragaraafka 1)
Jugta Maskaxda Carruurnimada Hore	<ul style="list-style-type: none"> ◆ "Waayo-aragnimada dhacdo uu cunuggu la kulmo oo dareen ahaan xanuun badan ama walwal leh, taasoo inta badan keenta saameyn maskaxeed iyo jireed oo waarta" (Machadka Qaranka ee Caafimaadka Maskaxda, nd). ◆ Dhaawacu waa "waayo-aragnimo gaar ah oo kicitaanno xooggan oo khatar ah ay ka buuxiyaan awoodda ilmaha ee uu ku xakameyn karo shucuurta" (Shabakadda Daaweynta Jugta Hore, nd).
Jugta maskaxda Taariikhi ah	<ul style="list-style-type: none"> ◆ "Jugta taariikhiga ah waa Jugta maskaxda jiilal badan soo maray oo ay la kulmaan koox dhaqan, jinsiyad ama qowmiyad gaar ah" (Maamulka Carruurta iyo Qoysaska, n.d., baaragaraafka 1).

Nooca Jugta Maskaxda	Qeexitaan iyo Sharaxaad
Jugta Jiilalka Soo jiray	<p>"... dhacdo ay faracyada qof la kulmay dhacdo naxdin leh ay muujiyaan falcelin shucuureed iyo dabeecad ah oo ku saabsan dhacdada oo la mid ah tan qofka. Falcelinadaan way ku kala duwan yihiin jiilba jiilka ka danbeeya laakiin badanaa waxaa ka mid ah ceeb, walaac iyo dambiilenimada oo kordha, dareen sii kordhaya oo nuglaansho iyo gargaar la'aan ah, kalsooni darro, niyad-jab, is-dilid, isticmaalka maandooriyaha, kala-goynata, feejignaan xad-dhaaf ah, fikrado faragelin ah, dhibaato xiriirka iyo ku xidhnaanta dadka kale, dhibka xakamaynta gardarrada, iyo falcelin xad-dhaaf ah oo ku aaddan walbahaarka. Hababka saxda ah ee dhacdadan weli lama oga laakiin waxaa la rumeysan yahay inay ku lug leeyihiin saameynta xirfadaha xiriirka, dhaqanka shaqsiyeed, iyo dabeecadaha iyo caqiidooyinka saameeya jiilalka soo socda." (American Psychological Association, n.d.)</p>
Jugta maskaxda ee Jinsiyada	<ul style="list-style-type: none"> ◆ "Dhacdooyinka naxdinta leh ee ka dhasha aragtida ama la kulanka cunsuriyadda, takoorka, ama nacaybka qaab-dhismeedka (oo sidoo kale loo yaqaan cunsuriyadda hay'adaha) waxay yeelan karaan saameyn qoto dheer oo ku saabsan caafimaadka maskaxda ee shakhsiyaadka la kulma dhacdooyinka." Jugta jinsiyadda (oo sidoo kale loo yaqaan walbahaarka ku salaysan jinsiyadda) wuxuu tilmaamayaa saameynta walaaca leh ama xanuunka shucuureed ee qofka la kulma cunsuriyadda iyo takoorka." (Carter, 2007, bogga 15)
Jugta Labaad ama Jugta Dadban	<ul style="list-style-type: none"> ◆ "... waxaa loola jeedaa waayo-aragnimada dabeecad iyo shucuurta ee dadka daneeya, ama ku lug leh, kuwa si toos ah u soo gaaray dhaawac. Kuwa la shaqeeya dadka Jugta ah waxay la kulmi karaan fikrado faragelin ah, riyooyin xunxun, dareemid go'doon iyo go'doon, dareemaan niyad jab, waxay ku adkaan kartaa inay diiradda saaraan, waxayna dareemi karaan inay yihiin kuwo aan caawin karin. Sababtan awgeed, kuwa la shaqeeya carruurta iyo qoysaska ay saameysay Jugta ayaa u baahan nidaam taageero oo joogto ah si loola tacaalo xoojinta falcelintooda xiriirka ay la leeyihiin dhibbanaha, ama dambiilaha." (Center for Early Childhood Mental Health Consultation, n.d.) ◆ "... cadaadiska shucuureed ee ka dhasha marka qofku maqlo waayo-aragnimada naxdinta leh ee qof kale. Astaamahaedu waxay la mid yihiin kuwa xanuunka walbahaarka kadib (PTSD)." (NCTSN, 2011, p. 2)
Jugta Maskaxda	<ul style="list-style-type: none"> ◆ Maamulka Adeegyada Xadgudubka Maandooriyaha iyo Caafimaadka Dhimirku wuxuu ku qeexayaa Jugta shaqsiyeed inuu ka dhashay "dhacdo, dhacdooyin taxane ah, ama xaalado uu qofku la kulmo oo ah kuwo jidh ahaan ama shucuur ahaan waxyeello u leh ama halis gelinaya noloshu oo saameyn xun ku leh shaqada qofka iyo fayoobida maskaxeed, jireed, bulsho, shucuureed, ama ruuxi ah" (Maamulka Adeegyada Xadgudubka Maandooriyaha iyo Caafimaadka Dhimirka, n.d., baaragaraafka 2). ◆ Jugta maskaxdu waa "waayo-aragnimada gaarka ah ee shakhsi ahaaneed ee dhacdo ama xaalado waara oo awoodda qofku u leeyahay inuu isku daro waayo-aragnimadiisa shucuureed ay aad u liidato oo khibradaha shakhsi ahaaneed (si ujeedo leh ama si shakhsi ah) ay khatar ugu yihiin noloshiisa, daacadnimada jidheed, ama tan daryeelaha ama qoyska" (Center for Early Childhood Mental Health Consultation, n.d.; Saakvitne et al., 2000). ◆ "Arkidda ama la kulanka dhacdo khatar dhab ah ama la dareemayo" (Harden, 2015, bogga 1).

Ereyo Dheeraad ah oo la xiriira Jugta

Ereyga La Xiriira Jugta	Qeexitaan iyo Sharaxaad
Khibradaha Xun ee Caruurnimada (Adverse Child Experiences)	<ul style="list-style-type: none"> ◆ “khibradaha Xun ee Caruurnimada (Adverse childhood experiences, ACEs) waa dhacdooyin naxdin leh oo saameyn xun ku yeelan kara caafimaadka iyo fayoobaanta. Waayo-aragnimadani waxay u dhaxaysaa xadgudub jireed, shucuureed, ama galmo ilaa furriinka waalidka ama xarigga waalidka ama mas'uulka.” (Sacks et al., 2014, baaragaraafka 1).
Daal badan	<ul style="list-style-type: none"> ◆ “... nooc gaar ah oo walaac shaqo la xiriira - xaalad daal jireed ama shucuureed oo sidoo kale ku lug leh dareen ah guul la'aan iyo luminta aqoonsiga shaqsiyeed” (NCH Healthcare Systems, 2020, baaragaraafka 1). ◆ “... Waayo-aragnimada daalka jireed, shucuureed, iyo maskaxeed ee la xiriira la kulanka xaaladaha shucuureed ee adag, sida daryeelka kuwa la kulmay dhaawac. Calaamadaha daalka waxaa ka mid noqon kara calaamadaha jirka ee daalka, dhibaatooyinka hurdada, dhibaatooyinka somatic; calaamadaha shucuureed ee dabeecada, walwalka, niyad-jabka, dambiga, caawin la'aanta; calaamadaha dhaqanka ee xanaaqa, gardarrada, isticmaalka maandooriyaha; calaamadaha la xiriira shaqada sida hoos u dhaca waxtarka shaqada, dib u dhaca ama maqnaanshaha shaqada; ama dhibaatooyinka dadka ee dhibaataada xiriirka, dhibaataada diiradda saarista, ka fogaanshaha dadka kale, ama la'aanta naxariista.” (Center for Early Childhood Mental Health Consultation, n.d.)
Daal Naxariiseed	<ul style="list-style-type: none"> ◆ “[A] fikrad si ballaaran loo qeexay oo ay ku jiri karto dhibaato shucuureed, jireed, iyo ruuxi ah oo ku dhacda kuwa daryeel siiya qof kale” (Mashruuca Wacyigelinta Dhibaataada (Compassion Fatigue Awareness Project), n.d., baaragaraafka 1).
Cortisol	<ul style="list-style-type: none"> ◆ “... Hormoon isteerooydh ah oo ay soo saarto qanjirka 'adrenal' si looga jawaabo walbahaarka; mararka qaarkoodna loo yaqaan 'hormoonka walbahaarka' (Center for Early Childhood Mental Health Consultation, n.d.).
Jawaabta Walaaca ee Togan	<ul style="list-style-type: none"> ◆ “... waa qayb caadi ah oo muhiim u ah horumarka caafimaadka qaba, oo lagu garto koror kooban oo ku yimaada garaaca wadnaha iyo kor u kaca heerarka hoormoonka. Xaaladaha qaarkood ee laga yaabo inay kiciyaan jawaab celin walaac wanaagsan waa maalinta ugu horreysa ee daryeele cusub ama la siiyo tallaal la isku duro.” (Center on the Developing Child, n.d.-a, baaragaraafka 3)
Xanuunka Walwalka Kadib Jugta (PTSD)	<ul style="list-style-type: none"> ◆ “... waa cudur ku dhaca dadka qaar ee la kulmay dhacdo naxdin leh, cabsi leh, ama khatar ah.” Waa wax dabiici ah in la dareemo cabsi inta lagu jiro iyo kadib xaalada jugta maskaxda. Cabsidu waxay kicisaa isbeddello badan oo ilbiriqsiyo gudahood ah oo jirka ku dhaca si ay uga caawiso ka hortagga khatarta ama looga fogaado. Jawaabtan 'dagaal ama baxsi' waa falcelin caadi ah oo ku aadan in qofku iska ilaaliyo waxyeelada. Ku dhawaad qof walba wuxuu la kulmi doonaa falcelin kala duwan kadib Jugta, haddana dadka badankiisu si dabiici ah ayay uga soo kabtaan astaamaha bilowga ah. Dadka sii wata dhibaatooyinka waxaa laga yaabaa in laga helo PTSD. Dadka qaba PTSD waxay dareemi karaan walbahaar ama cabsi, xitaa marka aysan khatar ku jirin” (National Institute of Mental Health, n.d., baaragaraafka 1–2)

Ereyga La Xiriira Jugta	Qeexitaan iyo Sharxaad
Arrimaha Ilaalinta	<ul style="list-style-type: none"> ◆ "... Tayada shaqsiga, kartida, xeeladaha la qabsiga, ama astaamaha kale ee deegaanka [sida] qoyska, iskuulka, bulshada iyo xiriiraha kale oo gacan wanaagsan ka geysta adkeysiga qofka" (Center for Early Childhood Mental Health Consultation, n.d.). ◆ "... astaamaha, xaaladaha, ama dhacdooyinka kor u qaada horumarka caafimaadka qaba oo yareeya khatarta ama suurtagalnimada in qofku la kulmo cudur ama dhacdo gaar ah, ama natiijooyinka taban ee la xiriira" (Bartlett & Steber, 2019, baaragaraafka 16; Smart, 2017). ◆ "... astaamaha, dadka iyo taageerada ka caawisa qofka inuu ka gudbo waqtiyada adag. Waa 'dalladeenna roobku ku da'ayo.' Arrimaha ilaalinta ayaa la dhisi karaa oo la xoojin karaa waqti kadib." (Devereux Center for Resilient Children, n.d., baaragaraafka 1)
Adkeysiga	<ul style="list-style-type: none"> ◆ Xarunta Carruurta Soo Koreysa waxay adkeysiga u qeexaysaa "awoodda looga gudbi karo dhibaataada daran" (Center on the Developing Child, n.d.-b, baaragaraafka 1). ◆ "Yaraynta saameynta dhibaatooyinka waaweyn ee ku yimaada horumarka caafimaadka leh ee carruurta waa lama huraan u ah horumarka iyo barwaaqada bulsho kasta. ... Fahmida sababta carruurta qaar ay si fiican u sameeyaan inkastoo ay jiraan khibrado hore oo aan wanaagsanayn waa muhiim, sababtoo ah waxay ku wargelin kartaa siyaasado iyo barnaamijyo wax ku ool ah oo ka caawiya carruur badan inay gaaraan awooddooda buuxda" (Center on the Developing Child, n.d.-b, baaragaraafka 1) ◆ "... hab-socod firfircoon oo ka kooban la qabsi togan oo ku jira macnaha guud ee dhibaataada weyn" (Luthar et al., 2000, bogga 1). ◆ "... awoodda nidaamku u leeyahay inuu si guul leh ula qabsado caqabadaha khatarta ku ah shaqada, badbaadada, ama horumarka mustaqbalka ee nidaamka" (Masten, 2014, bogga 10).
Arrimaha Khatarta ah	<ul style="list-style-type: none"> ◆ "... Eray lagu qeexayo dhinacyada ama duruufaha shaqsiga ah ee laga yaabo inay la xiriiraan saameyn xun oo ku yeelan karta koritaanka caafimaadka qaba, horumarka, iyo la qabsiga ama adkeysiga, sida dhalashada ka hor, dhibaatooyinka caafimaadka, saboolnimada, iwm." (Masten, 2014, bogga 10). ◆ "Xaaladaha, astaamaha, xaaladaha, dhacdooyinka, ama sifooyinka heerka shakhsiga, qoyska, bulshada, ama dhaqanka ee kordhin kara suurtagalnimada in qofku la kulmo dhibaato" (Bartlett & Steber, 2019, cutubka 14; Smart, 2017).
Welwelka Loo dulqaadan karo	<ul style="list-style-type: none"> ◆ "Jawaab culus oo ku meel gaar ah oo walaac leh, oo ay ku xiran tahay xiriiraha taageero leh" (Center on the Developing Child, n.d.-a, baaragaraafka 3.).
Jawaabta Cadaadiska loo Dulqaadan Karo	<ul style="list-style-type: none"> ◆ "... waxay si heer sare ah u dhaqaaqisaa habdhiska feejignaanta ee jirka taasoo ka dhalatay dhibaatooyin daran oo waara, sida luminta qof la jecel yahay, masiibo dabiici ah, ama Jugta maskaxda cabsi leh. Haddii firfircoonidu ay waqti xaddidan tahay oo ay xannibayso xiriirka dadka waaweyn ee ka caawiya ilmaha inay la qabsadaan, maskaxda iyo xubnaha kale waxay ka soo kabtaan waxa haddii kale saameyn xun ku yeelan kara." (Center on the Developing Child, n.d.-a, baaragaraafka 3.)
Walbahaarka sunta ah	<ul style="list-style-type: none"> ◆ "Kacsi dheer oo ku yimaada nidaamyada ka jawaab celinta walbahaarka marka aysan jirin xiriiraha ilaalin ah" (Center for the Developing Child, n.d.-a, baaragaraafka 3).

Ereyga La Xiriira	Qeexitaan iyo Sharaxaad
Jawaabta Walbahaark	<ul style="list-style-type: none"> ◆ "... waxay dhici kartaa marka ilmuhu la kulmo dhibaato xooggan, soo noqnoqota, iyo/ama daba dheeraatay - sida xadgudub jireed ama shucuureed, dayacaad joogto ah, xadgudubka maandooriyaha ee daryeelaha ama jirro maskaxeed, la kulanka rabshado, iyo/ama culaysyada ururay ee dhibaataada dhaqaale ee qoyska—iyada oo aan la helin taageero qof weyn oo ku filan. Noocan oo kale ah kicinta dheer ee nidaamyada jawaab celinta walbahaarka waxay carqaladeyn kartaa horumarinta qaab dhismeedka maskaxda iyo nidaamyada kale ee xubnaha waxayna kordhin kartaa khatarta cudurrada la xiriira walbahaarka iyo
Daryeel Fahansan Jugta Maskaxda	<ul style="list-style-type: none"> ◆ "... macnaheedu waa in daryeel bixiyaasha iyo macallimiintu ay fahmaan sida waxyeelladu u beddesho maskaxda una saamayso xiriirka, is-xakamaynta, habaynta dareenka, waxbarashada, iyo dabeecada. Dadka waaweyn ee aqoonta u leh waxay aqoonsadaan calaamadaha dhaqanka ee Jugta waxayna yaqaanaan sida loo abuurto jawi bixiya dareen badbaado shucuureed iyo bogsiin." (Sorrels, 2015, p. 9) ◆ "Qaab-dhismeed feker iyo faragelin ah oo ay hagto faham qoto dheer oo ku saabsan saameynta qoto dheer ee neerfaha, bayoolojiga, cilmi-nafsiga, iyo bulshada ee qofka ku leh—aqoonsashada baahiyaha joogtada ah ee isku-tiirsanaanta qofkaas ee badbaadada, xiriirka, iyo siyaabaha loo maareeyo shucuurta/shucuurta" (CPI, 2020, p. 3).
Daryeelka Ku habboon Jugta Maskaxda	<ul style="list-style-type: none"> ◆ "... eegitaanka dhinac kasta oo ka mid ah barnaamijyada, deegaanka, luqadda, iyo qiyamka urur iyo ka qaybgalka dhammaan shaqaalaha si ay si wanaagsan ugu adeegaan carruurta la kulantay dhaawacyada" (Covington & Bloom, 2018, baaragaraafka 1). ◆ Bixinta daryeelka ku habboon jugta maskaxda waxay la macno tahay in laga gudbo in la helo xog iyo in la siiyo daryeelka ugu wixtarka badan uguna naxariista badan kuwa ay saameysay jugta maskaxda. ◆ Habka jawaab celinta Jugta ayaa aqoonsanaya oo ka jawaabaya saameynta walbahaarka naxdinta leh ee carruurta, daryeel bixiyaasha, iyo bixiyeyaasha adeegga. Waxay sidaas ku samaysaa iyadoo kordhinaysa wacyigelinta dhaawacyada, aqoonta, iyo xirfadaha iyo ku darista siyaasadaha iyo dhaqamada barnaamijyada. Habkaani waxa kale oo uu ku lug leeyahay iskaashi gacan ka geysta kor u qaadista badbaadada jirka iyo maskaxda isla markaana taageera awoodda carruurta iyo qoysasku ay u kobci karaan.
Nidaamka Ku habboon Jugta Maskaxda	<ul style="list-style-type: none"> ◆ Shabakadda Qaranka ee Walbahaarka Carruurta waxay qeexaysaa nidaamyada adeegga carruurta iyo qoyska ee ku salaysan Jugta inay yihiin kuwa "kuwaas oo dhammaan dhinacyada ku lugta leh ay aqoonsadaan oo ay ka jawaabaan saameynta walbahaarka naxdinta leh ee ku yeelan kara kuwa la xiriira nidaamka, oo ay ku jiraan carruurta, daryeel bixiyaasha, shaqaalaha, iyo bixiyeyaasha adeegga." (NCTSN, n.d.-b) ◆ "Barnaamijyada iyo hay'adaha ku jira nidaamkan oo kale waxay ku shubaan oo ay sii wadaan wacyigelinta dhaawacyada, aqoonta, iyo xirfadaha dhaqankooda, dhaqankooda, iyo siyaasadahooda" (NCTSN, n.d.-b) ◆ "Waxay la shaqeeyaan dhammaan kuwa ku lug leh ilmaha, iyagoo adeegsanaya cilmiga ugu fiican ee la heli karo, si loo kordhiyo badbaadada jirka iyo maskaxda, loo fududeeyo soo kabashada ama la qabsiga ilmaha iyo qoyska, iyo si loo taageero awooddooda ay ku kobcaan" (NCTSN, n.d.-b)

Ereyga La Xiriira Jugta	Qeexitaan iyo Sharaxaad
Kiciyeyaasha	<ul style="list-style-type: none"> ◆ "Calaamadaha u dhaqma sida calaamadaha khatarta suurtagalka ah, oo ku salaysan waayo-aragnimo naxdin leh oo taariikhi ah oo horseeda jawaabo shucuureed, jir ahaaneed, iyo dhaqan oo ka dhasha adeegga badbaadada iyo badbaadada (tusaale ahaan, muuqaallo, dhawaaqyo, ur, taabasho). Wax-soo-saarayaashu waxay ku saabsan yihiin aragtida qofka ee uu u arko inay tahay mid dhab ah. Xiriirka maskaxda/jirka wuxuu dhaqaajiyaa jawaab dagaal, carar, ama baraf. Qof kiciya wuxuu la kulmaa cabsi, argagax, xanaaq, iyo kacsanaan." (CPI, 2020, p. 3) ◆ "... Waayo-aragnimo, qof ahaan, u taagan xasuusin dhib badan oo ku saabsan dhacdo naxdin leh. Kicintu uma baahna inay noqoto mid cabsi leh ama naxdin leh, laakiin waxay keeni kartaa calaamado shucuureed ama jireed oo la xiriira Jugta asalka ah. Kiciyaha wuxuu qaadan karaa qaabab badan, sida qof, meel, buuq, sawir, ur, dhadhan, muuqaal, dareen jidh, iwm. Sidoo kale loo yaqaan xasuusinta dhaawacyada." (Center for Early Childhood Mental Health Consultation, n.d.)

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Xarunta Awood-dhiska Gobolka (SCBC) waxay la shaqaysaa hoggaamiyeyaasha gobolka iyo dhulalka iyo shuraakadooda in ay u abuuraan nidaamyo iyo barnaamijyo carruurnimada hore ah oo hal-abuur leh kuwaas oo sare u qaada natiijooyinka carruurta iyo qoysaska. SCBC waxaa maalgelisa U.S. Department of Health and Human Services, Administration for Children and Families, Office of Child Care.

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