



HEALTHY@HARRIS
Caring for ourselves so we can care for others

HARRISHEALTH
SYSTEM

Well Powered Living 3.0

Class 1: A Review: Purpose & Ultimate Mission

Taught by Harris Health System Employee Wellness Team

3.0 Class Outline

Class 1: A Review: Purpose & Ultimate Mission

Class 2: Achieving with Character

Class 3: Building Your New Character Scorecard

Class 4: Training Character Muscles

WPL 3.0 Learning Objectives

- Build intrinsic motivation for achieving. (Emotional, Mental, Spiritual needs)
- Understand the connection between character development, achievement and well-being.
- Identify which character muscles you need to grow.
- Develop a scorecard to grow character muscles.
- Learn how to grow character muscles in others.

Class 1 Learning Objectives

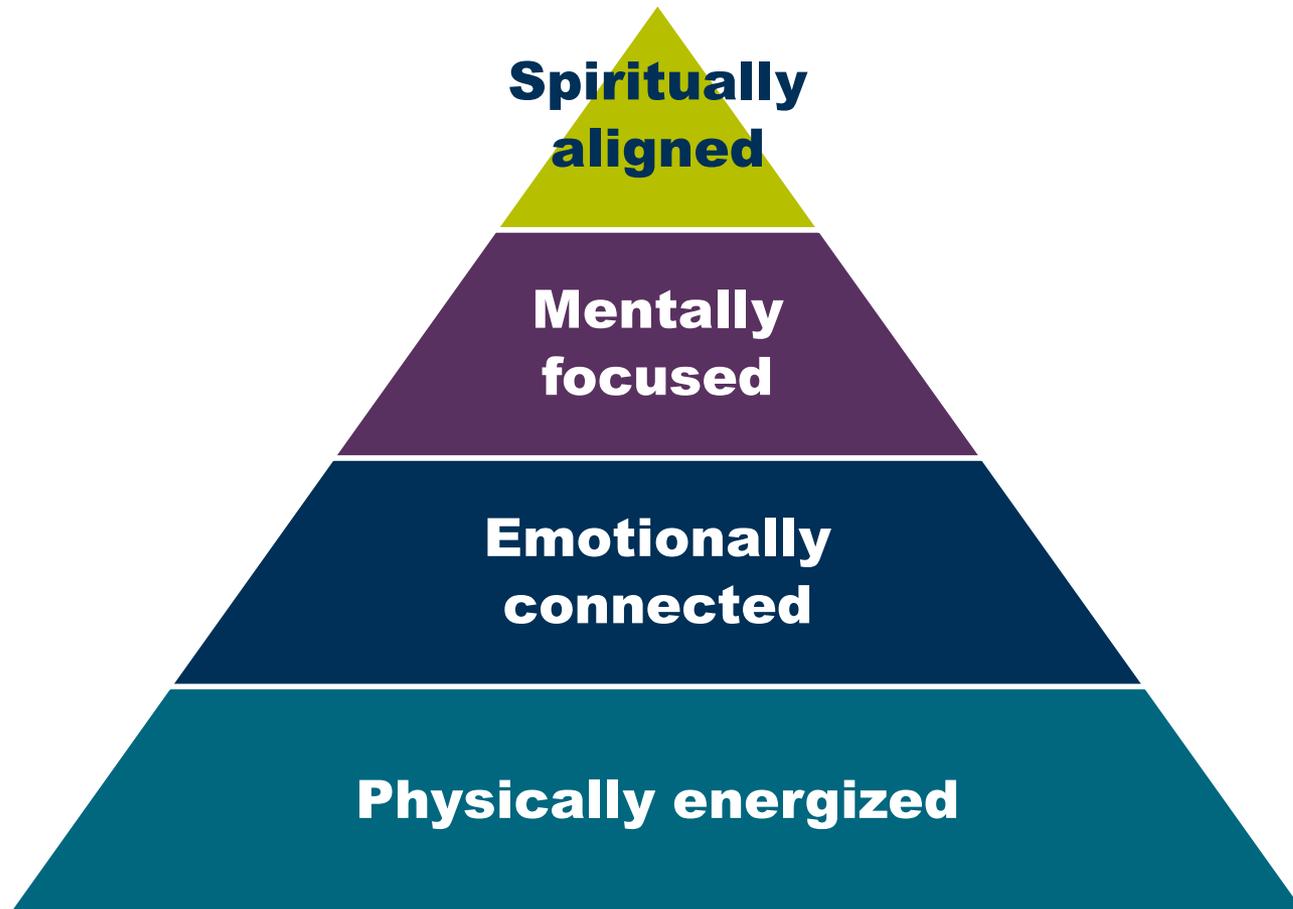
- Recall/rewrite ultimate purpose and mission.
- Recall energy management and how to use your mission to guide your energy investments.
- Recall how to maximize your physical, mental, emotional and spiritual energy levels.
- Understand human achievement and how to measure success.

REVIEW OF WPL 1.0 & 2.0

Time Management

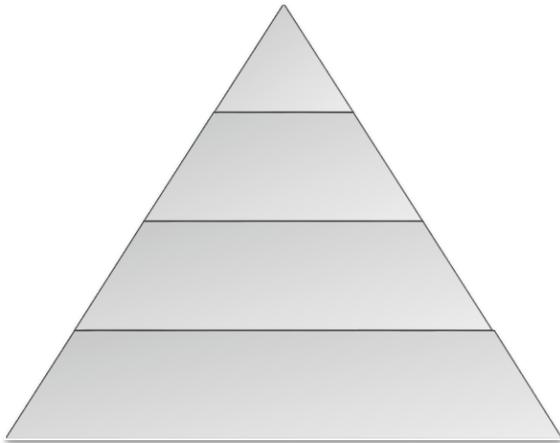


Full engagement requires you to be...



Energy Management

Truth

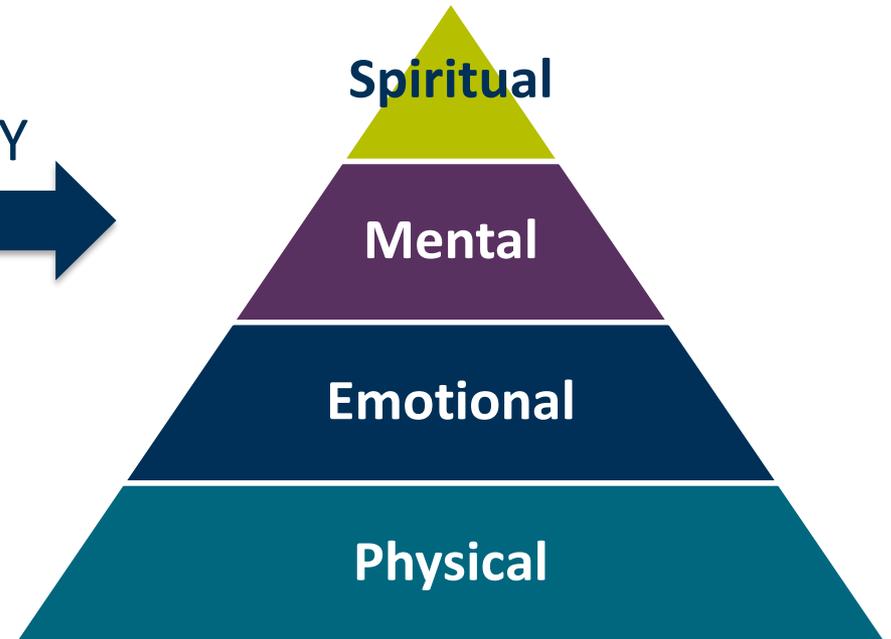


**Where have you been?
(Past)**

ENERGY



Purpose



**Where are you going?
(Future)**

Develop Your Purpose

What kind of
person did I want
to be when I
grew up?

What is something
that I would be
proud to
accomplish and
that doesn't have
an expiration date?

Discover Your Ultimate Mission

“Our greatest challenge as human beings is identifying our ultimate mission in life and then finding and following the path that will take us there.”

– Jim Loehr

“If you don’t know where you are going you’ll end up some place else.”

- Yogi Berra

Achievement

“Success is not final, failure is not fatal: it is the courage to continue that counts.” - Winston Churchill



What Would You Do?

You are taking an exam for continuing education credits for your certification. You have been extremely busy at work with longer hours, and your son has been needing extra help with his homework every night this week. You don't have much time to study and don't feel confident about the exam. Your coworker has already taken the exam and said she can share the answers with you.

Which option do you choose:

- A. Get the answers from her and pass the exam with flying colors
- B. Study on your own and risk not passing the exam

What Would You Do?

You are offered a ticket to an offsite event by one of our vendor partners. You would really like to attend and believe the time spent with the vendor partner would help you elevate your status at work. You know that accepting any entertainment tickets, regardless of the value, is a violation of our Harris Health Policy. You don't think anyone would find out. You have aspirations to move up in the organization and know that the vendor partner has a strong relationship with senior level management and could help enhance your status within the organization.

Which option do you choose:

- A. Accept the tickets and go to the event.
- B. Turn down the tickets and let the vendor partner know that you appreciate the offer however it's a violation of our Harris Health policy to accept any type of entertainment tickets.

What Would You Do?

Which of these “failings” should a child be punished for?

- A. Disrespecting others
- B. Receiving poor grades
- C. Doing something dishonest
- D. Failing in math
- E. Bullying others
- F. Not sharing
- G. Flashing a temper
- H. Acting arrogantly
- I. Acting lazy
- J. Losing to a vastly inferior competitor

Write Your Ritual

Habits (95%) vs Rituals (5%)

Full engagement requires positive rituals

Rituals can become habits

“Some people want it to happen, some wish it would happen, others make it happen.”

- Michael Jordan

How to Write Your Rituals

Tips for writing rituals

1. Make them SMART
2. Few at a time
3. Focus on what you want, not what you don't want
4. Create a supportive environment

Summary

- We are more engaged when we invest energy into the things we do.
- Having a purpose helps us focus and achieve with greater energy.
- Our ultimate mission is our guide in life.
- Success is what you achieve and how you get there.

Homework:

Develop or rewrite your ultimate mission.
Define what success looks like to you.

Class 2: Achieving with Character

Resources

Living Well-Powered Reading List

- *The Only Way to Win*
Jim Loehr
- *Mindset*
Carol Dweck
- *The Happiness Advantage*
Shawn Achor
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Review: Well Powered Living



WPL 3.0 Learning Objectives

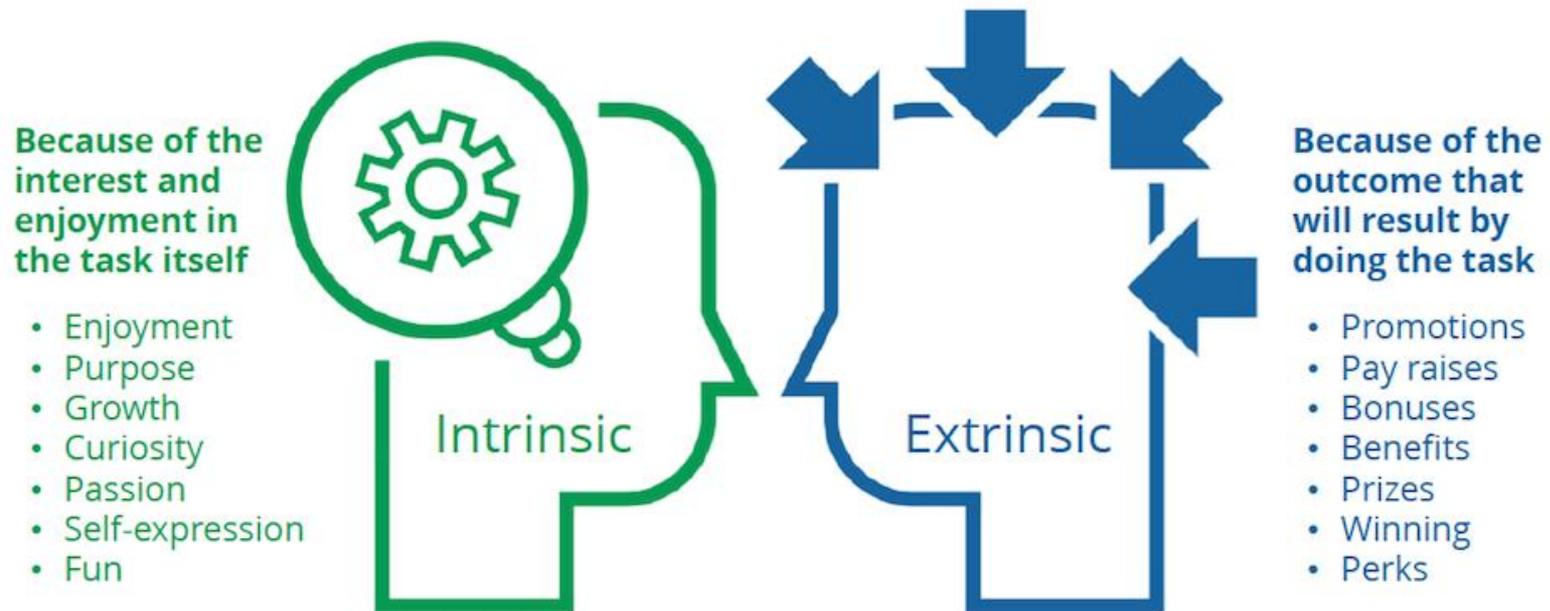
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Class 2 Learning Objectives

- Understand human motivation to achieve.
- Define intrinsic and extrinsic motivation.
- Define performance and moral character strengths.
- Understand the connection between character strengths, energy investment, purpose and well-being.

ACHIEVING WITH CHARACTER

Motivation



Ryan & Deci, 2000

The Power of Intrinsic Motivation

People who are intrinsically motivated have increased:

- Interest
- Excitement
- Confidence
- Performance
- Persistence
- Creativity
- Vitality
- Self-esteem

And overall better well-being!

What Drives Intrinsic Motivation?

- **Autonomy** – “I want to be in charge of my life and decide the life I live.”
- **Mastery** – “I am good at what I do and do the things important to me well.”
- **Relatedness** – “I am connected to and care about the people in my life.”

Building Intrinsic Motivation

- Find the fun
- Let purpose drive you
- Explore
- Challenge yourself
- Be kind and help others
- List the things you love to do and do them!

Character Strengths – Moral vs. Performance

Wisdom Self-Discipline Positivity
Commitment Capacity for Hard Work Punctuality
Optimism Patience with Self Mental Toughness
Self-Compassion Creativity Self-Control
Constructiveness Decisiveness Adaptability
Responsibility Humors Confidence Competitiveness
Determination Concentration Diligence Best Energy Investment
Perseverance Challenge Courage Hope
Ambition Reliability Resourcefulness Bravery
Effort Critical Thinking Focus Resiliency
Love of Learning

Character Strengths – Moral vs. Performance

Honor Justice Love for Others

Kindness **Honesty** Gratitude

Truthfulness **Integrity** Compassion

Loyalty to Others Generosity

Humility Patience for Others

Respect for Others

Fairness

Care for Others

WHO WOULD YOU RATHER BE?

Who would you rather be?



Who would you rather be?



Who would you rather be?



Character Strengths

**Spiritual
Needs**

Love, Caring, Kindness, Honesty, Integrity,
Humility, Gratefulness, Fairness, Justice,
Generosity, Compassion, Respect, Patience,
Honor

**Mental
Needs**

Wisdom, Critical Thinking, Concentration, Seeking
Challenges, Creativity, Self-control, Decisiveness,
Punctuality, Adaptability

**Emotional
Needs**

Optimism, Hope, Determination, Courage, Positivity,
Love of Learning, Confidence, Ambition,
Competitiveness, Diligence, Resiliency, Humor, Self-
Compassion, Patience with Self

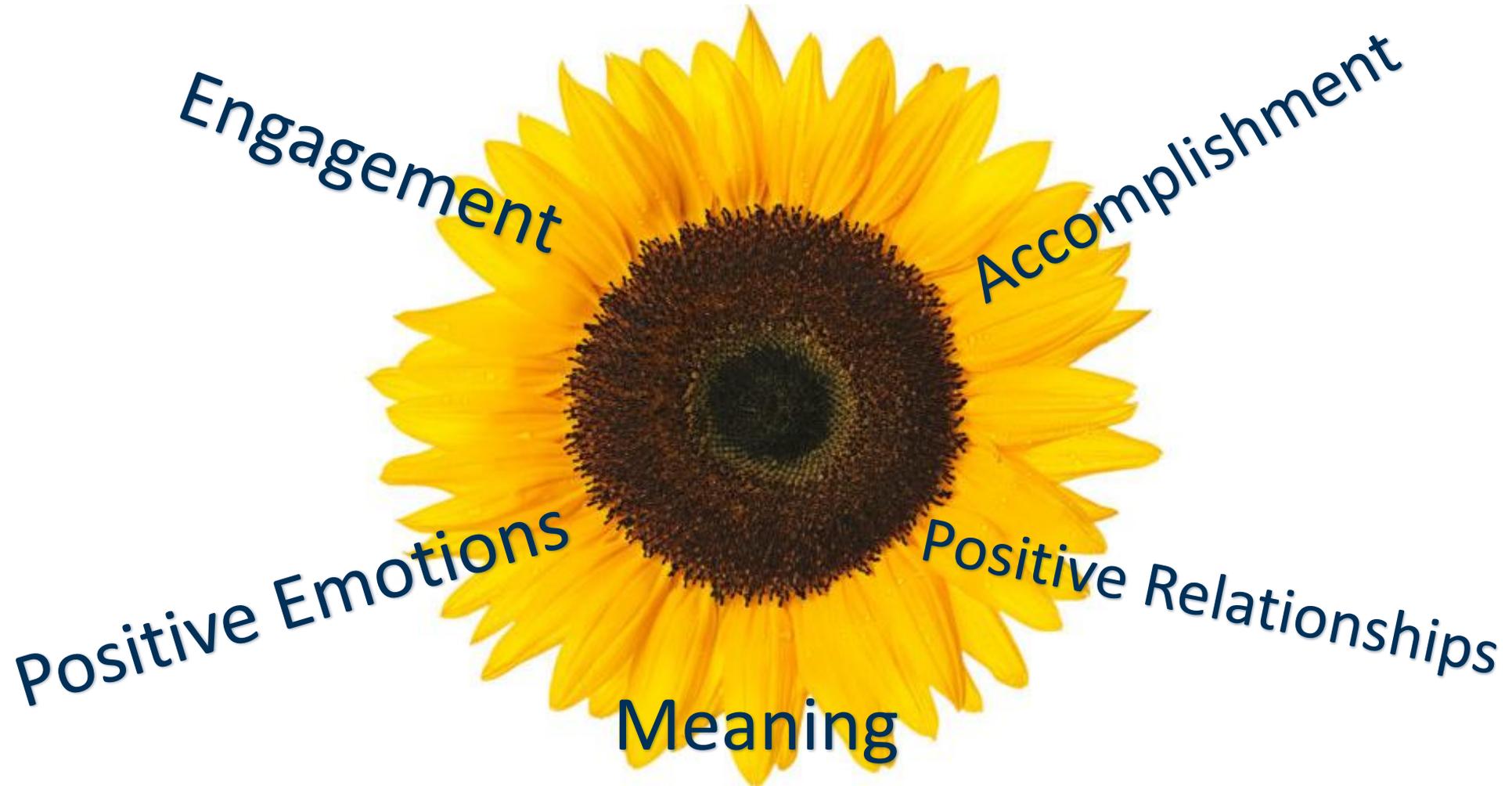
**Physical
Needs**

Nutrition, Exercise/Movement, Sleep, Recovery, etc.

**Moral
Character
Strengths**

**Performance
Character
Strengths**

Flourishing – The Top of the Pyramid



Write Your Ritual

Tips for writing rituals

1. Make them SMART
2. Few at a time
3. Focus on what you want, not what you don't want
4. Create a supportive environment



Ritual Examples

- I will list 3 things I enjoy about the work I do at the end of each week.
- I will do 1 thing I love at least 4 times per week.
- At the start of each day, I will take a moment to reflect on my purpose.
- I will write down 3 positive things that happened at the end of each day.
- Each week, I will share something I am proud I accomplished with someone I am close to.

Summary

- Find fun and meaning in the things you do.
- Pursuing positive character traits and values leads to improved well-being.
- Flourish!

Homework:

- Practice your ritual!

Class 3 : Building Your New Scorecard

Resources

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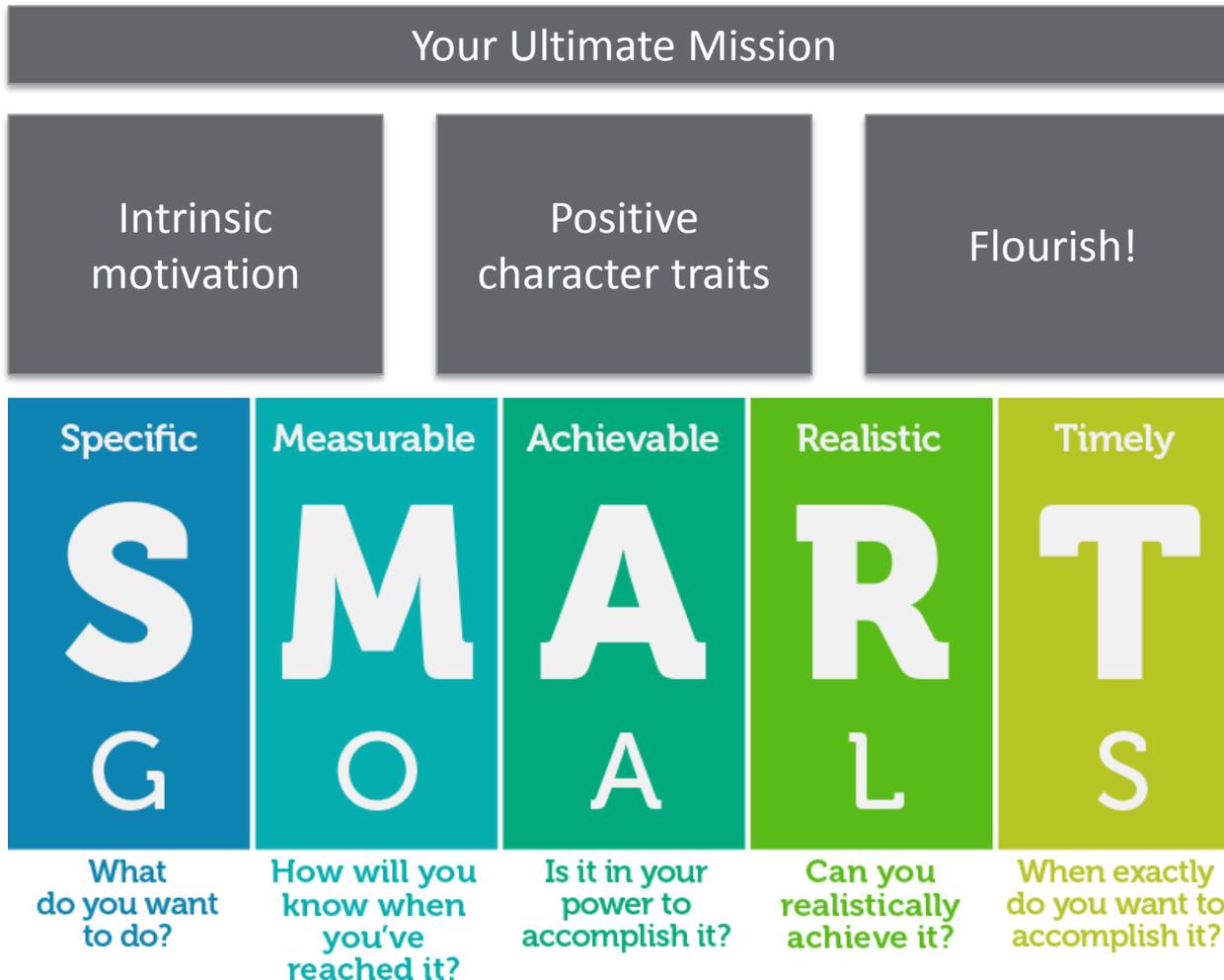
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Review: Achieving with Character



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Class 3 Learning Objectives

- Identify character strengths needed to reach ultimate mission.
- Develop a new scorecard to measure success.

BUILDING YOUR NEW CHARACTER SCORECARD

Growth Mindset

“The view you adopt for yourself profoundly affects the way you lead your life. It can determine whether you become the person you want to be and whether you accomplish the things you value.”

– Carol Dweck

Developing a Growth Mindset

- Be curious
- Take risks
- Know your strengths
- Know your weaknesses
- Keep going!
- Focus on the journey, not the destination
- Tell yourself “not yet”

“Success is not final, failure is not fatal: it is the courage to continue that counts.” - Winston Churchill

Describe Your
Best Self



Identifying Character Strengths

How do I become the person I want to be in life?

1. Write down 6 character strengths (3 moral, 3 performance) you must strengthen to achieve your ultimate mission.

Character Strengths – Moral vs. Performance

Wisdom Self-Discipline Positivity
Commitment Capacity for Hard Work Punctuality
Optimism Patience with Self Mental Toughness
Self-Compassion Creativity Self-Control
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Honor Justice Love for Others

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Loyalty to Others Generosity

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Respect for Others

Fairness

Care for Others

Identifying Character Strengths

Grade yourself.

A = I'm doing amazing!

F = I'm not doing so hot.

Character Strengths Needed	Grade
Caring	A
Diligence	B
Respect	A
Challenge	C

Write Your Ritual

Tips for writing rituals

1. Make them SMART
2. Few at a time
3. Focus on what you want, not what you don't want
4. Create a supportive environment



Ritual Examples

- I will take 1 risk every week in front of my coworkers.
- I will take 2 minutes each morning to envision how to be the best version of myself.
- I will learn 1 new thing every day, and share it with someone.
- When my child receives a grade in school, I will recognize his/her hard work, focus, progress and effort, not just the grade itself.

Summary

- We can develop into who we want to become.
- Having a vision of your best self will help you identify which character strengths you need to develop.

Homework:

- Identify your #1 character strength you need to develop.
- Take 1 risk this week.

Class 4 : Training Character Muscles

Resources

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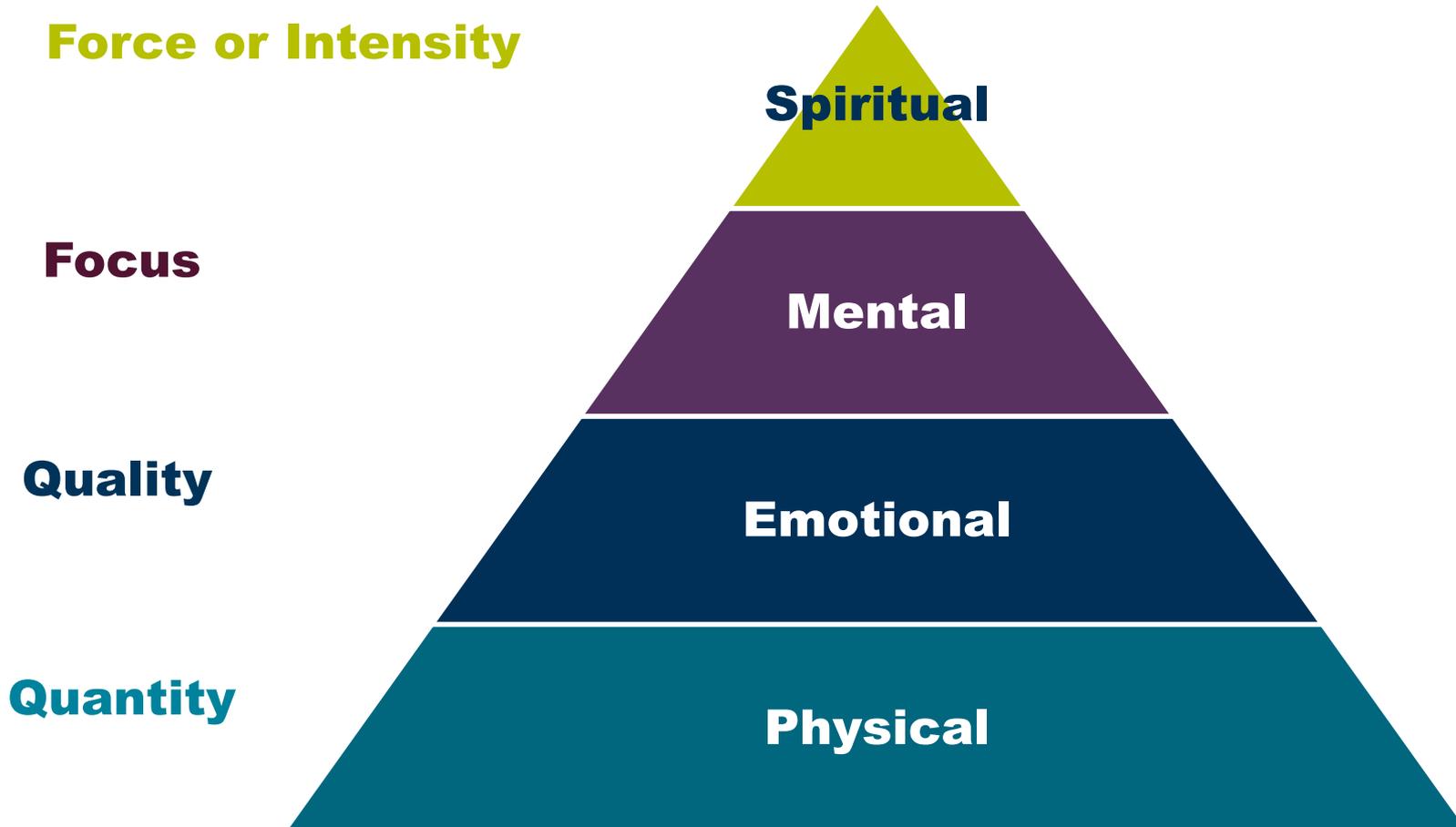
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Class 4 Learning Objectives

- Develop strategies to build character muscles you need to reach your ultimate mission.
- Understand the difference between investing effort vs. energy.

TRAINING CHARACTER MUSCLES

Maximizing Our Energy Investment



Identifying Character Strengths

How do I become the person I want to be in life?

1. Write down 6 character strengths (3 moral, 3 performance) you must strengthen to achieve your ultimate mission.
2. Grade yourself on each one.
3. Prioritize your list.

Character Strengths Needed	Grade	Rank
Caring	A	
Diligence	B	
Respect	A	
Challenge	C	

TRAINING CHARACTER MUSCLES IN YOURSELF AND OTHERS

Talking



Writing



Reading & Storytelling



Modeling



Do it!

Kindness

- Do 1 random act of kindness every day for 14 days.
- Volunteer and/or donate to a local charity
- Send an email every week to give praise for someone's hard work.
- Offer to help someone you know is struggling.

Gratitude

- Write down 3 different things you're grateful for every day for 21 days.
- Share one thing your thankful for before dinner each night.
- Write a thank you note or text a friend or family member thanking them for their support.

Write Your Ritual

Tips for writing rituals

1. Make them SMART
2. Few at a time
3. Focus on what you want, not what you don't want
4. Create a supportive environment



Ritual Examples

- I will text at least one friend each week to tell them how I much I care.
- I will volunteer at least 1 Saturday each month at a local nonprofit.
- When eating dinner each night, I will share a story about how a specific character strength was exhibited by someone during my day.
- I will revisit my scorecard once per week and re-grade my character strengths.
- I will mention at least 1 of my 6 character strengths in a conversation at least 4 times per week.

Summary

Be careful of your **thoughts**,
for your thoughts become your **words**.

Be careful of your **words**,
for your words become your **actions**.

Be careful of your **actions**,
for your actions become your **habits**.

Be careful of your **habits**,
for your habits become your **character**.

Be careful of your **character**,
for your character becomes your **destiny**.

The Next 90 Days

- Design your rituals based on your mission
- Achieve your mission with character
- Take Action: Turn rituals into habits
- Live Well Powered!



Well
Powered
Living

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