



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

Well Powered Living 4.0

Class 1: Leading with Character

Taught by Harris Health System
Employee Wellness Team

HARRISHEALTH SYSTEM

Review: Well Powered Living 3.0



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

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 **Adaptability**
 Responsibility **Decisiveness**
Determination Humor **Confidence** Competitiveness
Concentration **Diligence** Best Energy Investment
Perseverance Challenge **Courage** **Hope**
 Ambition Reliability Resourcefulness Bravery
Effort **Critical Thinking** **Focus** **Resiliency**
 Love of Learning

4.0 Class Outline

- Class 1: Leading with Character
- Class 2: Cornerstones of Character
- Class 3: Staying True to Character
- Class 4: Learning to Recognize and Reduce Natural Human Flaws

WPL 4.0 Learning Objectives

- Define what it means to lead with character
- Learn why character matters
- Review the four cornerstones of character
- Learn how to remain true to your morals
- Learn how to recognize and reduce human flaws

Class 1 Learning Objectives

- Define what it means to lead with character
- Why character matters?
- Learn how to find alignment with decisions and values
- Learn how to maintain character strength under pressure

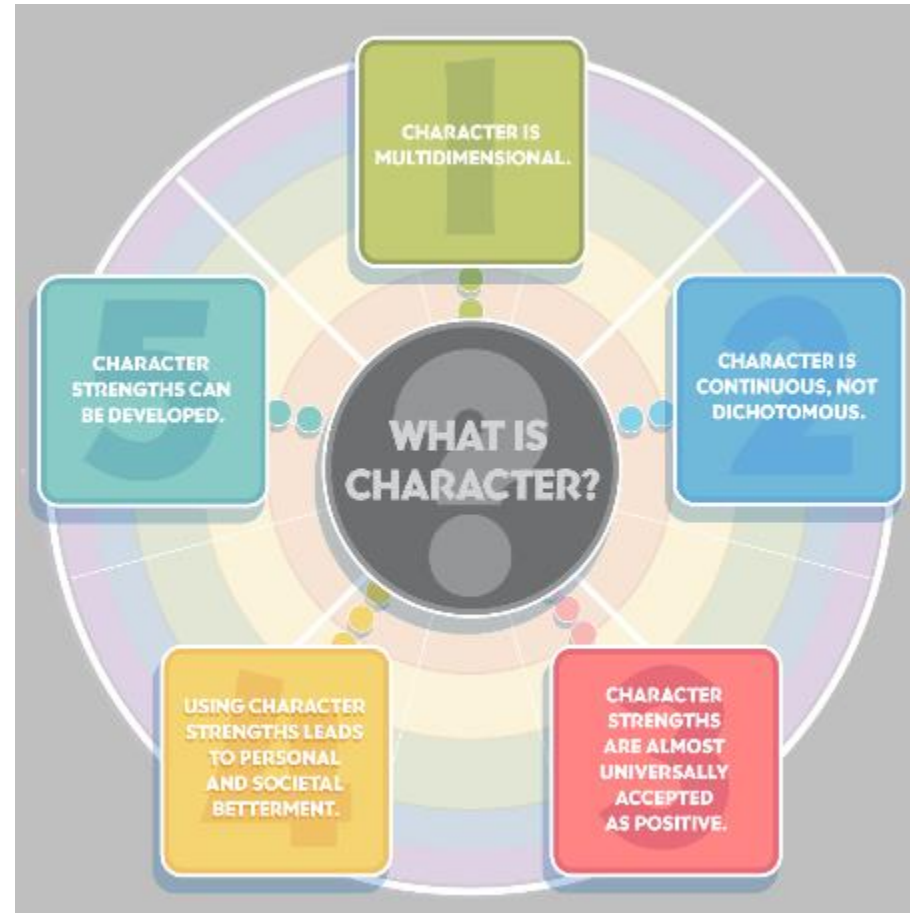
Leading with character

What is character?

Leading with character means consistently acting in accordance with your deeply held values and in the support and betterment of others. The highest level of character demonstrates a strong emphasis on ethical and moral values such as integrity, honesty, empathy, caring, compassion, humility and respect for others. Those who truly lead with character consistently do the right thing—even when no one else is looking—and regardless of the circumstances or personal consequences.

*-Caren Kennedy
CEO Evolve Leadership*

What is character?



Why is character important?



Why is character important?

In Leadership:

- Organizations headed by leaders with good character had 5X return on assets and higher work engagement
- When leaders demonstrate character and virtue, it extends throughout the organization and culture
- Organization that emphasize and encourage character tend to have higher innovation, work quality, profit margins and retention

Character Skills

PERFORMANCE	MORAL
Courage	Integrity
Competitive	Honest
Positive	Respectful
Focused	Appreciative
Accountable	Humble
Resilient	Loyal
Confident	Trustworthy
Energetic	Encouraging
Disciplined	Socially Aware
Motivated	Caring

When Morality Fails

- Fear, uncertainty, stress or other pressures are being experienced
- The individual defaults to decisions or behaviors that favor self-preservation and/or personal gains
- Stems from a flawed or weak moral foundation and lack of a strong, values-based personal code of ethics
- Individuals who are not aware and do not intentionally train to strengthen their character “muscle” are at greatest risk



Living in Alignment with your Values



Living in Alignment with your Values

What are values?

- More than our thoughts and behaviors. Our values are our inner-most truth of what is important to us.
- Personal values are held deep within. They guide our thoughts, feelings and actions.
- Values are like an internal compass, guiding the way to our most authentic-self.

Living in Alignment with your Values

Why are values important?

Knowing our Values:

- We can live in alignment with them
- Have knowledge of what is most important to us and what we have a deep emotional investment in
- We can consciously operate in a way that expresses our values



Not Knowing our Values:

- Miss opportunities to make the best possible choices
- We don't recognize that our choices have a significant impact on our sense of satisfaction and fulfillment

Values in Action: LIFE



Values in Action: RELATIONSHIPS



Values in Action: Work



Values in Action

- Reflect – Question what this information means to you
- Act – Consider what you will do with this knowledge
- Share – with someone that may be able to help us stay on track

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 invest my time into reading something educational, inspirational or motivational.
- I will practice listening with the intent to understand and not to reply
- I will reflect on my values at the beginning or end of each day
- I will share my top values with a good friend or loved one

Summary

- Leading with character means consistently acting in accordance with your deeply held values and in the support and betterment of others.
- Leading with character requires both performance and moral character traits
- Knowing our values is important so that we can live in alignment with them and consciously operate in a way that expresses them

Homework:

- Practice your ritual!
- **Class 2: Cornerstones of Character**

Resources

Living Well-Powered Reading List

- *The Only Way to Win*
Jim Loehr
- *Mindset*
Carol Dweck
- *The Happiness Advantage*
Shawn Achor
- *Thrive*
Dan Buettner
- *Authentic Happiness*
Martin Seligman
- *Drive*
Daniel Pink

Stress Management Resources

Employee Assistance Program

- www.feieap.com
- 800-638-3327
- Username: hhs

Cigna Behavioral Health

- Visit **myCigna.com**
- Call the toll-free number on your Cigna ID card
- **800-274-7603**
- **Cignabehavioral.com**

Health Coaching

- Telephonic: 855-246-1873
- Onsite: Contact Latecia Murphy
 - 713-873-6407
 - Latecia.Murphy@harrishealth.org

Contact Us!

HEALTHY@HARRIS

Caring for ourselves so we can care for others

346-426-1597

employeehealth@harrishealth.org

[Visit our website!](http://employeehealth.harrishealth.org)



#1 in Texas



#6 in America

