



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

Well Powered Living 4.0 Class 2: Cornerstones of Character

Taught by Harris Health System
Employee Wellness Team

HARRISHEALTH SYSTEM

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
- Why character matters?
- Learn how to find alignment with decisions and values
- Review the four cornerstones of character
- Learn how to remain true to your values
- Learn how to recognize and reduce human flaws

Class 2 Learning Objectives

Discuss in detail the Four Cornerstones of Character:

- Integrity
- Humility
- Accountability
- Courage

Review

Class 1: Leading with Character



The Cornerstones of Character

Cornerstones of Character

Integrity

Humility

ACCOUNTABILITY

Courage

Integrity

Integrity is the practice of being honest and showing a consistent and uncompromising adherence to strong moral and ethical principles and values. In ethics, integrity is regarded as the honesty and truthfulness or accuracy of one's actions.

Integrity



How to Have Everyday Integrity

- Keep your promises even if it takes extra effort
- Admit your mistakes
- Never betray a friend's trust, even if you get in trouble
- Inform the cashier he gave you too much change back
- Treat people with respect
- Stand up for what is right
- Give credit where it's due



Integrity

Q: What is one way you practice everyday integrity?

Humility

Humility is the quality of being humble; freedom from pride or arrogance; putting the needs of another person before your own, and thinking of others before yourself. It also means not drawing attention to yourself, and it can mean acknowledging that you are not always right.

Attributes of Humility

- Acknowledge that you don't have it all together
- Know the difference between self-confidence and pride
- Seek to add value to others
- Take responsibility for your actions
- Understand the shadow side of success
- Filled with gratitude for what you have

Humility

Q: What is one way you practice humility?

Accountability

Accountability is the quality or state of being accountable especially; an obligation or willingness to accept responsibility or to account for one's actions; living in integrity, with all your thoughts, words, and actions consistent with one another and in alignment.

Highly Accountable People

- Take Responsibility
- Do not make excuses
- Are on time
- Control their own fate
- Own their feelings
- Manage expectations
- Collaborate
- Don't expect praise

Accountability

Q: What is one way you practice accountability ?

Courage

Courage is the choice and willingness to confront agony, pain, danger, uncertainty, or intimidation; mental or moral strength to venture, persevere, and withstand danger, fear, or difficulty.

Types of Courage

- Physical
- Social
- Intellectual
- Moral
- Emotional
- Spiritual



Courage

Q: Which type of courage is most important to you?

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 2 minutes each morning to envision how to be the best version of myself.
- I will identify 1 way to feel more comfortable in my own skin and commit to practicing every day.
- I will practice integrity in all aspects of my life.
- I will practice holding not only myself but others accountable for their actions.

Summary

- The four cornerstones of character are integrity, accountability, humility and courage.
 - Personal character clarifies one's value system and defines behavior in a most explicit manner.
 - There are many different types of courage that we experience.
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- **Homework:**
 - Practice your ritual!
 - **Class 3 : Staying True to 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!

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Caring for ourselves so we can care for others

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