



***THE COURAGE TO LEAD***  
***THE COURAGE TO LEARN***

CEELO LEADERSHIP ACADEMY  
AUGUST 4, 2016

We are all leaders



The

Leader



in Me





**LEADERSHIP**  
IS THE  
**CAPACITY**  
TO TURN A  
**DREAM**  
INTO  
**REALITY.**

*Westside Society*

leadership is not a  
position or a title,  
it is action and  
example.

**THIS IS WHAT  
EXTRAORDINARY  
LEADERS DO**



**Inspiring**

**Authenticity**



**Leadership  
ESSENCE**

**Common sense**

**Being pResent**





## Keeping it Energized

- Vision
- Spiritual
- Passion
- Values
- Purpose

## Keeping it Grounded

- Mindfulness
- Defusing Thoughts
- Feeling

## Keeping it Connected

- Relationships
- Accountability
- Mentoring
- Coaching

## Keeping it Real

- Physical needs
- Good habits
- Routines



Everyone has  
a fire inside.  
Leadership's  
role is  
throwing gas  
on it.

*Leadership Freak*

# CORE VALUES

Core values are interdependent – no one is more important than the other. They serve as a blueprint/roadmap for your leadership journey and those who choose to follow:



**They frame your organizational culture**

**They establish the habits of mind, the way you think and behave**

**They bond you and your organization**

**They guide and inform your heart and your practice**

**They give voice and vitality to your vision and values**



## Transformational Leadership

## Values Exercise

Circle the values that you personally identify with.

Achievement	Adventure	Authenticity
Authority	Awareness	Balance
Beauty	Belonging	Caring
Certainty	Challenge	Clarity
Collaboration	Commitment	Community
Compassion	Competition	Completion
Connection	Contemplative	Contribution
Control	Cooperation	Creativity
Curiosity	Danger	Daring
Decision Making	Dedication	Discovery
Directness	Diversity	Duty
Energy	Enjoyment	Enlightenment
Environment	Excellence	Excitement
Exhilaration	Experience	Experiment
Expertise	Empathy	Fame
Family	Focus	Freedom
Friendship	Fun	Generosity
Fairness	Growth	Goodness
Harmony	Health	Honesty
Humor	Intelligence	Imagination
Improvement	Independence	Individuality
Information	Influence	Inspiration
Integrity	Knowledge	Joy
Life	Leadership	Love
Loyalty	Nature	Nurture
Openness	Order	Originality
Passion	Partnership	Participation
Peace	Performance	Pleasure
Purpose	Power	Preparation
Privacy	Productivity	Punctuality
Quality	Quiet	Resilience
Recognition	Respect	Responsiveness
Risk	Romance	Security
Strength	Service	Spirituality
Structure	Style	Success
Tradition	Teaching	Team
Traquility	Trust	Understanding
Wealth	Winning	Wisdom

### Identify Personal Values

Our personal values guide our behavior. They reside deep within us. Values are a part of our subconscious and help us to make decisions, and choose attitudes, friends, employment, entertainment, etc. We live most fully when we our life matches our values.



Review the previous page with the list of values and circle those that best identify your personal values. If there is a value that's missing, add it to the list.

Looking at all of the personal values you identified, choose your top 5:

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How do these values help you as a leader?

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## Transformational Leadership

## Strengths Exercise

### Identify Personal Strengths

As you think about your strengths, ask yourself:

- What energizes you? What activities make you lose track of time?


- What comes easily to you? What can you do that others struggle to accomplish?


- What skills or traits distinguish you from others in your family, community, or workplace? What makes you uniquely you?


- What is it you are doing when you feel you are performing your best?






### Get Happier, Healthier, & More Productive

One of the most effective ways to attain personal and professional success is to first clarify and then live your values.

Each of us are "loaded with good intentions and a desire to turn our values into predictable behaviors, but that's often an easier said than done reality.

Review your top five core values. These are absolute; they're your "non-negotiables."

Prioritize them on the list, with # 1 being your core guiding principle.

Top 5 Values

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List five of the most significant activities you can perform to honor your values and bring them to life.


***PART II:***

***DOING THE RIGHT THING FOR  
CHILDREN: EIGHT QUALITIES OF  
LEADERSHIP***

# Doing the Right Thing for Children

## Eight Qualities of **LEADERSHIP**

FOREWORD BY THOMAS SCHULTZ, EdD



# **EIGHT CORE LEADERSHIP VALUES**

## **1. HUMAN POTENTIAL**

*Never underestimate the power of dreams and the influence of the human spirit...the potential for greatness lives within each of us.*

*Wilma Rudolph*



## **2. KNOWLEDGE**

*Perplexity is the beginning of knowledge.*

*Khalil Gibran*



# Levels of Curiosity

Levels of curiosity explores the extent to which you are naturally inquisitive and have a strong desire to know "how" and "why" as much as possible. It asks the question: "How much do you enjoy inquiring into issues, solving puzzles, questioning why things happen, and contemplating how things work in general?"

Please complete this part of the questionnaire as honestly as possible. It can help you improve your ability to self-manage effectively. The choice scales are as follows:

1 = almost never; 2 = occasionally; 3 = frequently; 4 = very frequently; 5 = almost always.

Fill in all the boxes up to the score you select to you create a shaded bar.

1. I explore different routes to get to work, to a regular destination, or to get home.
2. I seek out people with backgrounds different from my own.
3. I spend a lot of time trying to understand how things work.
4. I frequently find myself asking the questions "Why?" and "How?"
5. I enjoy finding solutions to problems or solving puzzles.
6. I see myself as an inquisitive person.
7. I actively seek to learn new and interesting things.
8. I dwell on issues I do not fully understand.
9. I like to discover how people's thoughts are processed.
10. I analyze the parts that make up the whole to reach a better understanding.
11. I am intrigued by the choices and decisions that people make.
12. I don't like to be just given or presented with the answer or solution.

(Add up all the column scores and divide by 12) **AGGREGATE SCORE**

Answer Never	1	2	3	4	5	Answer Always

## INTERPRETATION

Scores predominantly in the four and fives ("very frequently" and "almost always") are likely to mean that you will view the world as a multi-faceted and multi-layered place and will therefore mainly avoid the well-trodden paths often chosen by others. You will be engaged and fascinated by surroundings that are different and will be disappointed about (and possibly fight against) the effects of corporate global brands toward standardization or general "sameness."

Scores predominantly in the ones and twos ("almost never" and "occasionally") are likely to mean that you prefer to be in comfortable surroundings where you can usually predict the outcomes with a high degree of certainty. Oftentimes you will be wary of alternative approaches and will generally be content to accept situations or circumstances as they are presented without questioning the facts. You therefore mostly live in a down-to-earth world of the here and now and give minimal time to speculative wondering.

## IMPACT

A high score person will be likely to be seen as someone who is inherently interested in new thoughts, ideas, and concepts and

is therefore often sought out to offer their opinion or provide fresh insight to help solve problems or offer a different perspective. High scorers also spend a lot of time thinking about how things work and developing alternative approaches by studying existing solutions and offering interest in the process.

A low score person will be likely to be seen as someone who is often highly practical and more interested in experimenting from past experience than in seeking out new or fresh thoughts or ideas. As such, the low score person will generally resolve issues by drawing on tried and trusted methods or familiar tactics that have worked successfully in the past. This often means asking few, if any, questions and leaving situations at face value.

## ACTION FOR LOW SCORERS

Low scorers need to take a wider perspective that about and work at being less quick to judge or to form conclusions based on the immediate facts. They should also consider some of the deeper or underlying issues associated with what they are seeing or experiencing. This means asking many more questions, particularly "Why?" and "How?" as opposed to "What?" and "When?" and then taking the time to reflect on the answers and making appropriate connections whenever possible.

# 3. SOCIAL JUSTICE

*Great teaching is about so much more than education; it is a daily fight for social justice.*

*Arne Duncan*



# 4. COMPETENCE

*Competence as a leader is having all the tools for what ever the occasion and knowing when to use what tool. It's ignoring that path of least resistance and doing what is best for everyone involved.*

*Russell White*



# 5. FUN AND ENJOYMENT

*People rarely succeed unless they have fun in what they are doing.*

*Dale Carnegie*



# 6. PERSONAL RENEWAL

*As human beings, our greatness lies not so much in being able to remake the world...as in being able to remake ourselves.*

*Mahatma Gandhi*



# 7. PERSEVERANCE

*Patience and perseverance have a magical effect before which difficulties disappear and obstacles vanish.*

*John Quincy Adams*





# 8. COURAGE

*Courage is what it takes to stand up and speak. Courage is also what it takes to sit down and listen.*

*Winston Churchill*



# Courage and Resilience Levels

Courage and resilience levels looks at the extent to which you are prepared to break with tradition to stand alone to pursue an idea, even when others heavily criticize or attack the initiator or its promoter. It asks the question: "How much courage do you have in your convictions and how thick is your skin when it comes to sticking to your beliefs, despite resistance from others?"

Please complete this part of the questionnaire as honestly as possible. It can help you improve your ability to act more effectively. The choice scales are as follows:

1 = almost never; 2 = occasionally; 3 = frequently; 4 = very frequently; 5 = almost always.

Fill in all the boxes up to the score you select as you create a shaded bar.

1. I am comfortable taking a reasonable risk even when others don't support me.

2. I can "stick to my guns" in the face of criticism.

3. I am happy to be a pioneer.

4. I like to do things differently.

5. I am very comfortable in personally taking on big challenges.

6. I speak up when I believe in something strongly.

7. I am tenacious about getting people to properly listen to interesting ideas.

8. I strongly counter any gratuitous resistance to ideas or new approaches.

9. I will readily "break from the pack" when I believe in an idea.

10. I do not mind being the lone voice in a crowd.

11. I enjoy being different and even controversial.

12. I am confident in defending my own judgment when I believe in something.

Almost  
Never

Almost  
Always

1	2	3	4	5

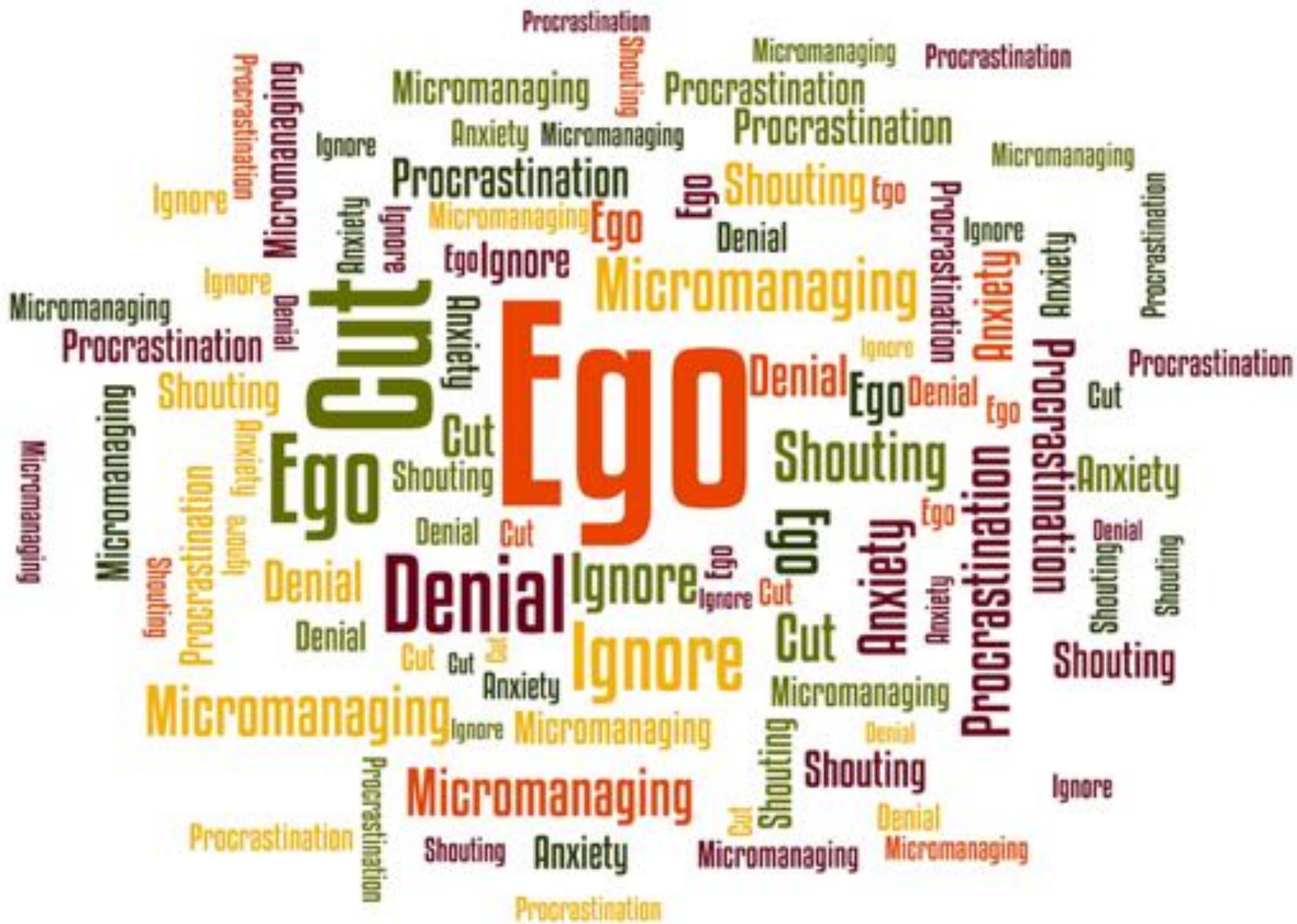
(Add up all the column scores and divide by 12) **AGGREGATE SCORE**

## Core Theory of Success



the fatal flaw of  
leaders is the need to  
be the smartest person  
in the room.





**DON'T STEP** IN THE

**LEADER-  
SHIP**



A DILBERT BOOK

BY SCOTT ADAMS