



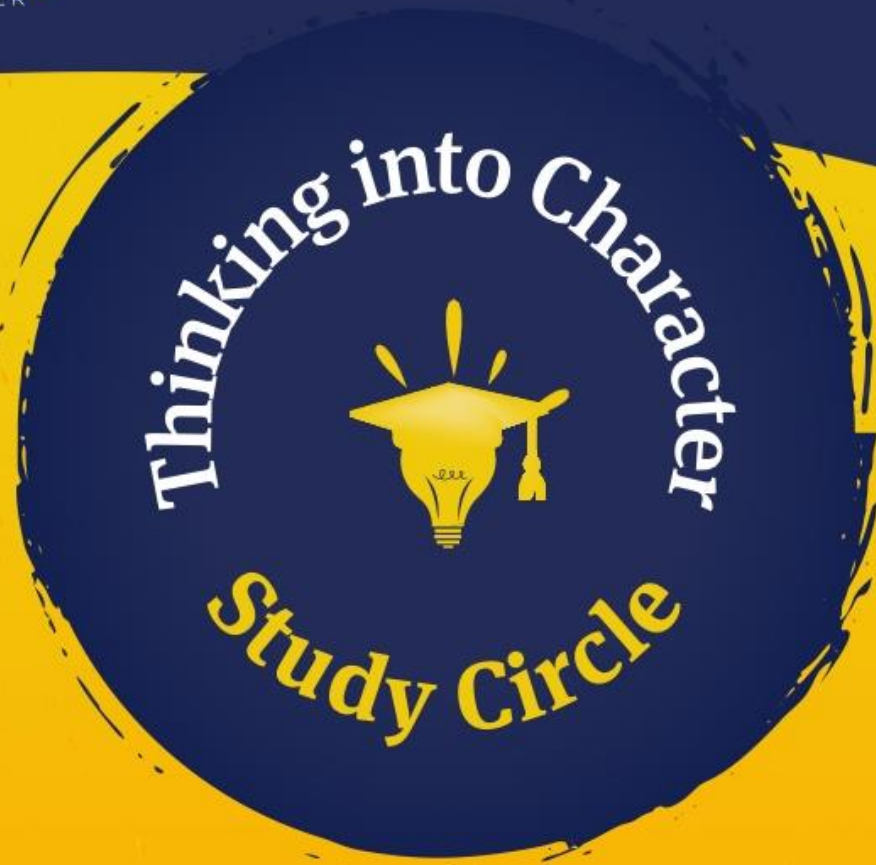
Thinking into Character Study Circle



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Share experience of talking to your mentor about life of your dreams



Lesson 10: Part 1

The Leader is the Most Valuable Person



We will:

- **Discuss leadership and followership**
- **Explore emotional intelligence**



What is a Leader?

A Leader is a person who guides others toward a common goal, showing the way by example, and creating an environment in which other team members feel actively involved in the entire process.



If your
actions
inspire
others to
dream more,
learn more,
do more &
become more,
**YOU ARE A
LEADER.**

- John Quincy Adams





What is Emotional Intelligence?

Emotional intelligence or EI/EQ is the ability to "understand and manage your own emotions, and those of the people around you," according to Daniel Goleman an American psychologist renowned as the Godfather of EQ.



80%-90% of the competencies that differentiate top performers are in the domain of emotional intelligence.

- Daniel Goleman

Why is it Important?

- Leaders who can work with others well can foster individual, team and organizational success.
- When we're in touch with our emotions we're at choice. We are able to take control of our emotions and our actions, rather than letting our emotions control us.



Emotional Intelligence

What Makes Up Emotional Intelligence?



- Self Reflection



- Self-Soothing



- Empathy



Five Characteristics of Emotionally Intelligent People

1. Change Agents: Aren't afraid of change or taking a risk
2. Self-Aware: Don't let weaknesses hold them back, they know what they're feeling
3. Empathetic: Can relate to others
4. Balanced: Know how to maintain balance and practice self care
5. Gracious: Glass half-full mentality and they feel good about their lives



Five Components - OF - EMOTIONAL INTELLIGENCE

Social Skills

Being able to create and maintain healthy relationships

Self-awareness

The knowledge of one's own thoughts, feelings and motivations



Decision-making

The ability to make responsible choices and accept their outcome

Self-regulation

The ability to regulate emotions and actions in a variety of environments

Empathy

The capacity to empathize and appreciate another perspective

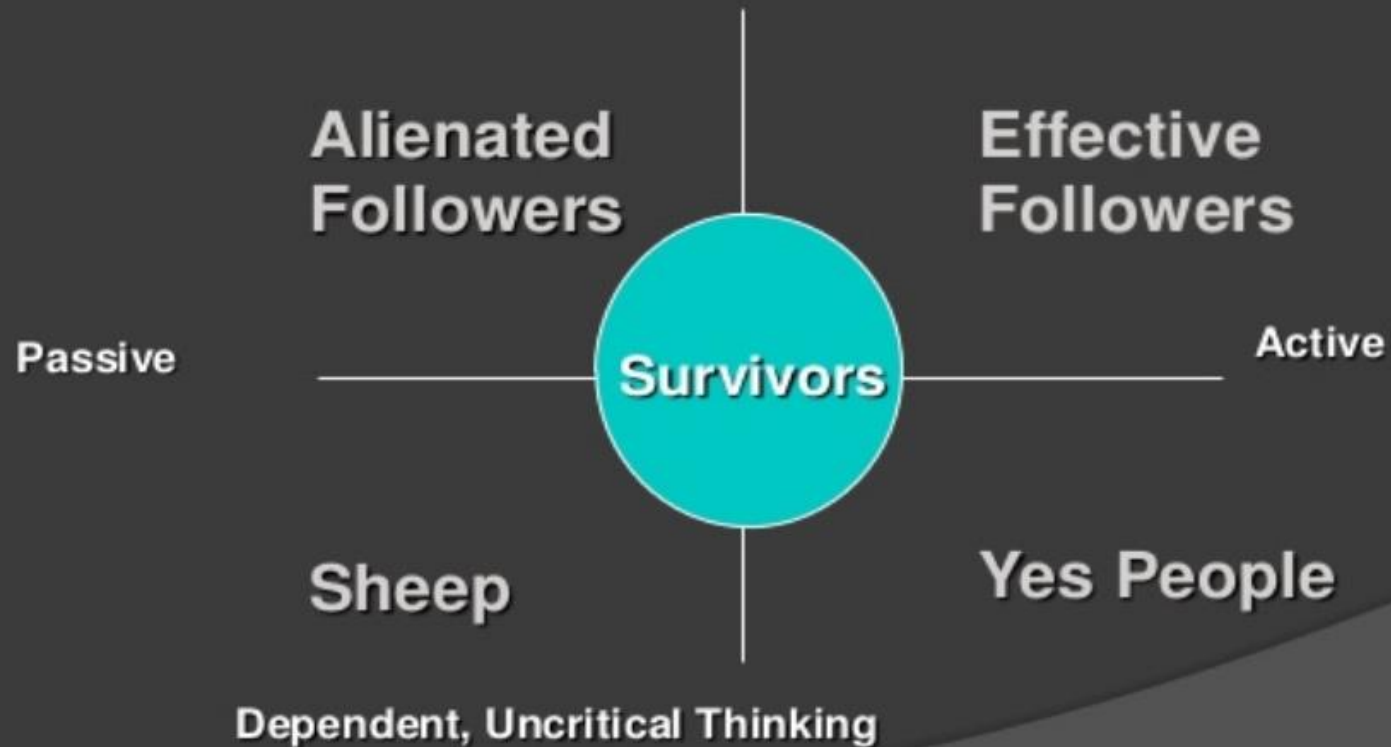
Meaning

- **Followership** refers to a role held by certain individuals in an organization, team, or group.
- Specifically, it is the capacity of an individual to actively follow a leader.
- Followers play an active role in organization, group, and team successes and failures.
- Effective followers are individuals who are considered to be enthusiastic, intelligent, ambitious, and self-reliant.



Followership

(Kelley's Model of Follower Behavior)
Independent, Critical Thinking



The emergence of the field of followership has been attributed to the scholar **Robert Kelley**.

Kelley described four main qualities of effective followers, which include:

- ▶ **Self-Management:** This refers to the ability to think critically, to be in control of one's actions, and work independently.
- ▶ **Commitment:** This refers to an individual being committed to the goal, vision, or cause of a group, team, or organization.
- ▶ **Competence:** It is essential that individuals possess the skills and aptitudes necessary to complete the goal or task or the group, team, or organization. Individuals high on this quality often hold skills higher than their average co-worker (or team member).
- ▶ **Courage:** Effective followers hold true to their beliefs and maintain and uphold ethical standards, even in the face of dishonest or corrupt superiors (leaders).



Effective Followers

- Active/independent, critical thinking
- Problem solvers
- Can work with others
- Reflect on goals of the organization
- Not hesitant to bring concerns to leader



Sheep

- Passive/dependent, uncritical thinking
- Lack initiative
- Do not play an active role
- Simply comply with any order given



Yes People

- **Active/Dependent, Uncritical Thinking**
- **Readily Carry Out Orders Uncritically**
 - **Dangerous if orders contradict standards**



Example: Person who always says what he thinks leaders want to hear



Survivors

- Right in the middle
- Rarely committed to work/group goals
- Does just enough to get by
- Mediocre performers clogging the arteries of an organization
- Example: “ROAD”



Alienated Followers

- Passive/independent, critical thinking
- Festering wounds in an organization
- Criticize, but never offer constructive support



Practice to take home for Friday, the 3^d of July

1 Read overview of lesson 10 p. 138-142

2 Do ex 3 p 143-145

3 Talk about the person you follow in your life



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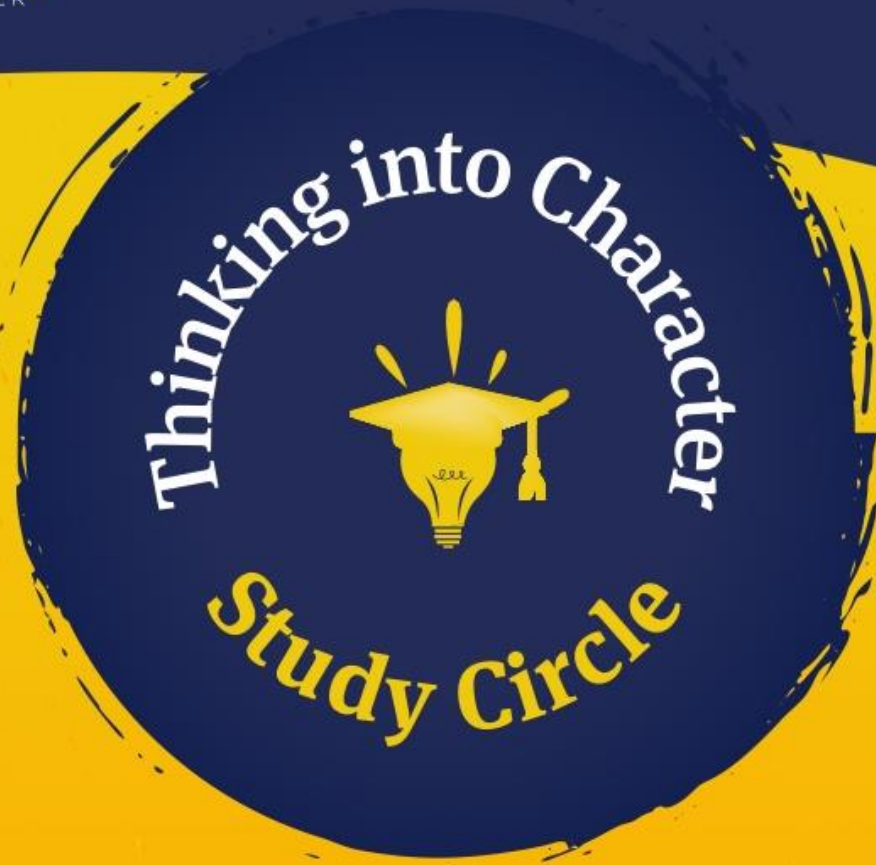
Name three characteristics of a good leader



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Follower to Leader

*“A leader is one who knows the way,
goes the way and shows the way”*

John Maxwell



10 CHARACTERISTICS OF A

GOOD LEADER



1. INTEGRITY
2. ABILITY TO DELEGATE
3. COMMUNICATION
4. SELF-AWARENESS
5. GRATITUDE
6. LEARNING AGILITY
7. INFLUENCE
8. EMPATHY
9. COURAGE
10. RESPECT



7 Levels of Awareness

- 
1. Animal - **Re-Act ... Fight Or Flight**
 2. Mass - **Follow The Masses... Paradigms**
 3. Aspiration - **You Desire Something Greater**
 4. Individual - **You Express Your Uniqueness**
 5. Discipline - **Give Yourself a Command and Follow It**
 6. Experience - **Your Actions Change Your RESULTS**
 7. Mastery - **Respond... THINK AND ACT!**



Tips and tools for leadership:

- Call people by their first names, it's an effective way to build relationships
- Develop patience
- Have faith that what should come to you, will come to you. Have patience.
- Become a sponge for learning and information – you do not have to spend years making the same mistakes because you can learn from the mistakes of others. You can accelerate your success by learning from others.
- Work with agreement with your team. Include them in decision-making and allow them to make their own decisions.
- You should always operate with complete ethics, be direct, be honest, be sincere and be friendly.



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