

Character  
Strong



# THE WHAT

It's all about  
**Relationships**

# The Webby

# Be Intentional

W.A.Y. In

**Who Are You Inventory**

A top-down photograph of a dining table setting. On the left is a plain white circular plate. To its right is a folded white rectangular napkin. Resting on the napkin are three pieces of silverware: a fork on the left, a spoon in the middle, and a butter knife on the right. The entire scene is set against a dark, vertically-grained wooden background. The text "CULTURE EATS STRATEGY FOR BREAKFAST." is overlaid in white, uppercase, sans-serif font across the middle of the image, spanning from the left edge to the right edge, partially overlapping the plate and the napkin.

"CULTURE EATS STRATEGY FOR BREAKFAST."

-PETER DRUCKER

# THE WHAT

**Culture:** "...goes much deeper than a mission statement...culture is how group members actually behave, repeatedly and habitually."

-James Hunter

**Climate:** The product of the attention to those behaviors. The organization's effects on its people. It is something you can actually feel.



12

9



3

6

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Strong



# THE WHY

**“KINDNESS**  
isn't normal.”

we must *MAKE TIME* for

**KINDNESS**

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# THE PARADIGM







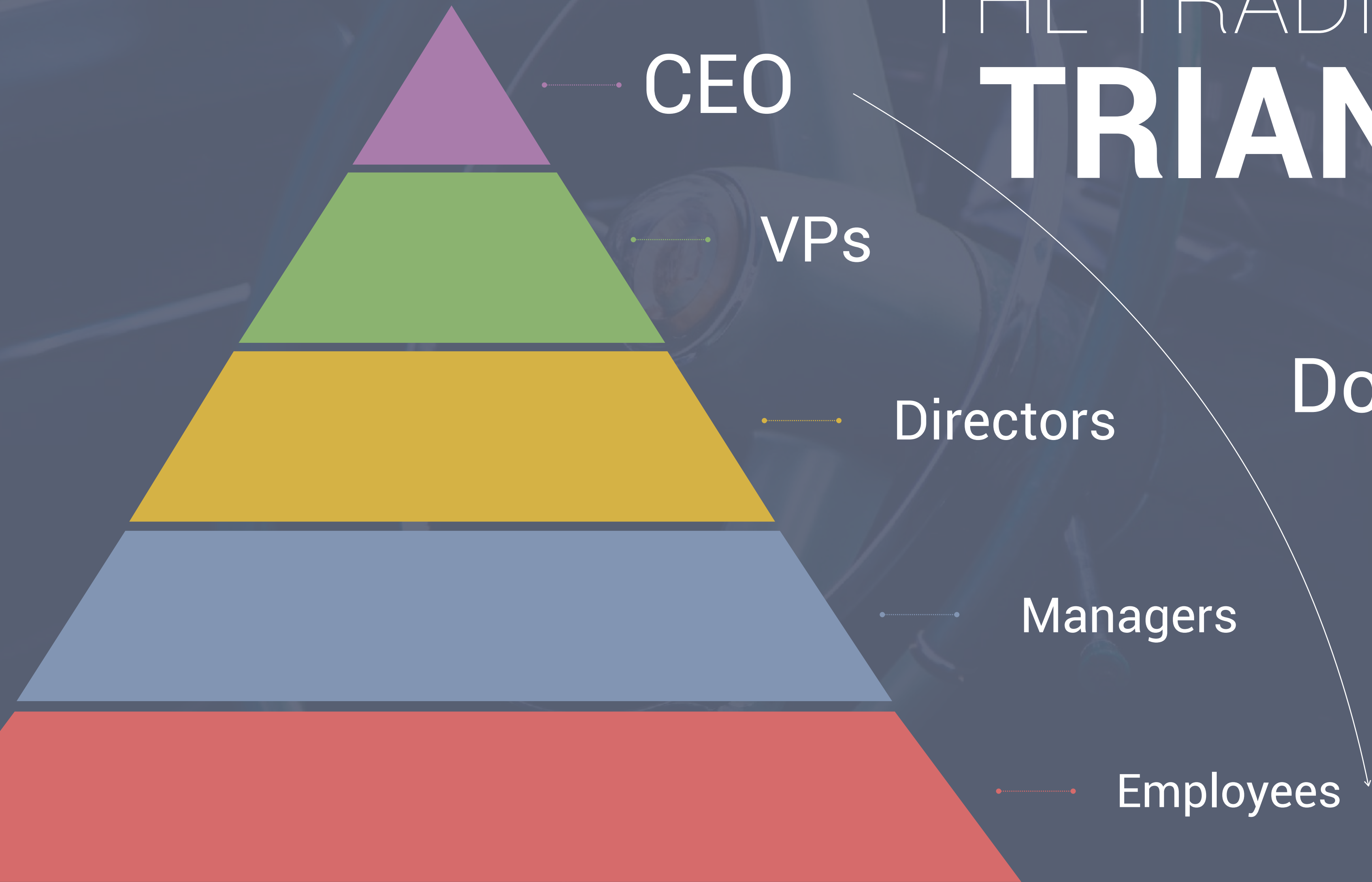
What are some  
**paradigms?**

# THE QUESTION



# WHAT IS **LEADERSHIP?**

# THE TRADITIONAL TRIANGLE



Do it, or else.

# THE SERVANT TRIANGLE



Employees

Managers

Directors

VPs

CEO

Do it, and I  
will meet your  
legitimate needs



# WHAT DO PEOPLE **NEED?**

LEADERSHIP

INFLUENCE

SERVICE &  
SACRIFICE

LOVE

WILL



**LEADERSHIP**

INFLUENCE

SERVICE &  
SACRIFICE

LOVE

WILL

# LEADERSHIP

“...is influence - nothing more, nothing less.”

-John Maxwell

LEADERSHIP

INFLUENCE

SERVICE &  
SACRIFICE

LOVE

WILL

# INFLUENCE

LEADERSHIP

INFLUENCE

**SERVICE &  
SACRIFICE**

LOVE

WILL

# THE 8 ESSENTIALS

SERVICE &  
SACRIFICE

patience selflessness

kindness forgiveness

humility honesty

respect commitment

LEADERSHIP

INFLUENCE

~~FEELING~~

SERVICE &  
SACRIFICE

**CHOICE**

LOVE

WILL

# CHOICE

patience  
kindness  
humility  
respect  
selflessness  
forgiveness  
honesty  
commitment



LEADERSHIP

INFLUENCE

SERVICE &  
SACRIFICE

LOVE

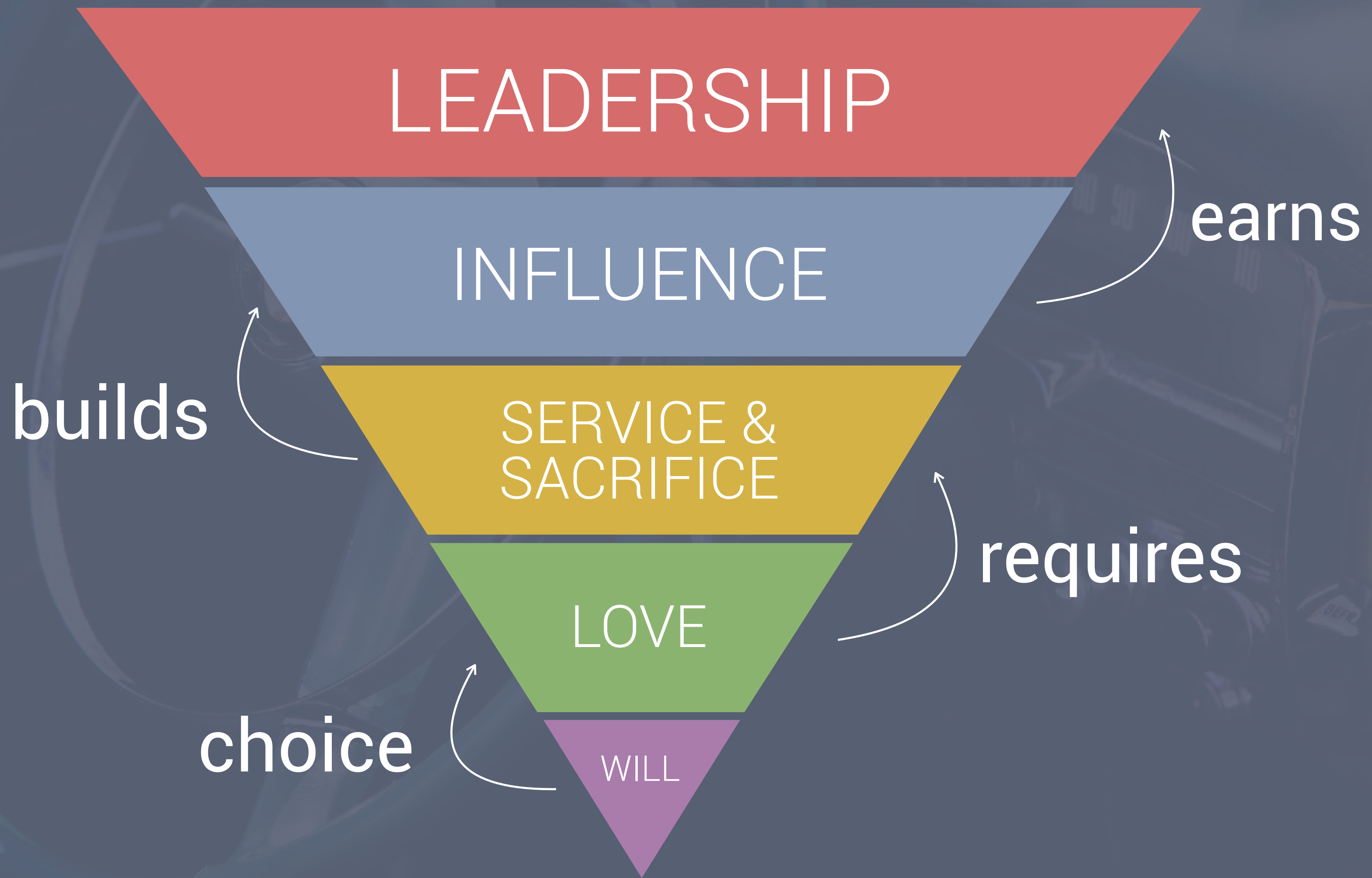
WILL

INTENTIONS -  
ACTIONS =  
**SQUAT**

INTENTIONS +  
ACTIONS =  
**WILL**

# LEADERSHIP

influence is the byproduct  
of developing meaningful  
relationships through  
**LOVE.**



# THE **PARADIGM** *SHIFTS*

- **Leaders are made** – not born.
- Do it, and **I will meet your NEEDS.**
- “What are you doing **for others today?**”
- It is not about **a title.** It is about your **character.**

Put your focus on the **LITTLE THINGS**  
and the **BIG THINGS** get better

*Character  
Strong*

Everyone Can Be Great Because anybody can serve.  
You don't have to have a college degree to serve. You don't have to  
make your subject and verb agree to serve. You only need a heart  
full of grace. A soul generated by love. - Martin Luther King Jr

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**WHAT DO I GET  
OUT OF IT?**

**HAPPINESS.**



# THE ROAD TO **HAPPINESS.**

**LAETUS:** happiness of things

**MONEY**

**FOOD**

**LIKES**

**CLOTHING**

**DRUGS**

**FELIX:** comparative advantage

**COMPARISON**

**WINNING**

**MORE**

**BEAUTITUDO:** seeing good, doing good.

GRATITUDE

JOY

BEAUTY

HUMILITY

TRUST

???

**PURPOSE.**



**6 o'clock**

In your job what is your

**WHY?**

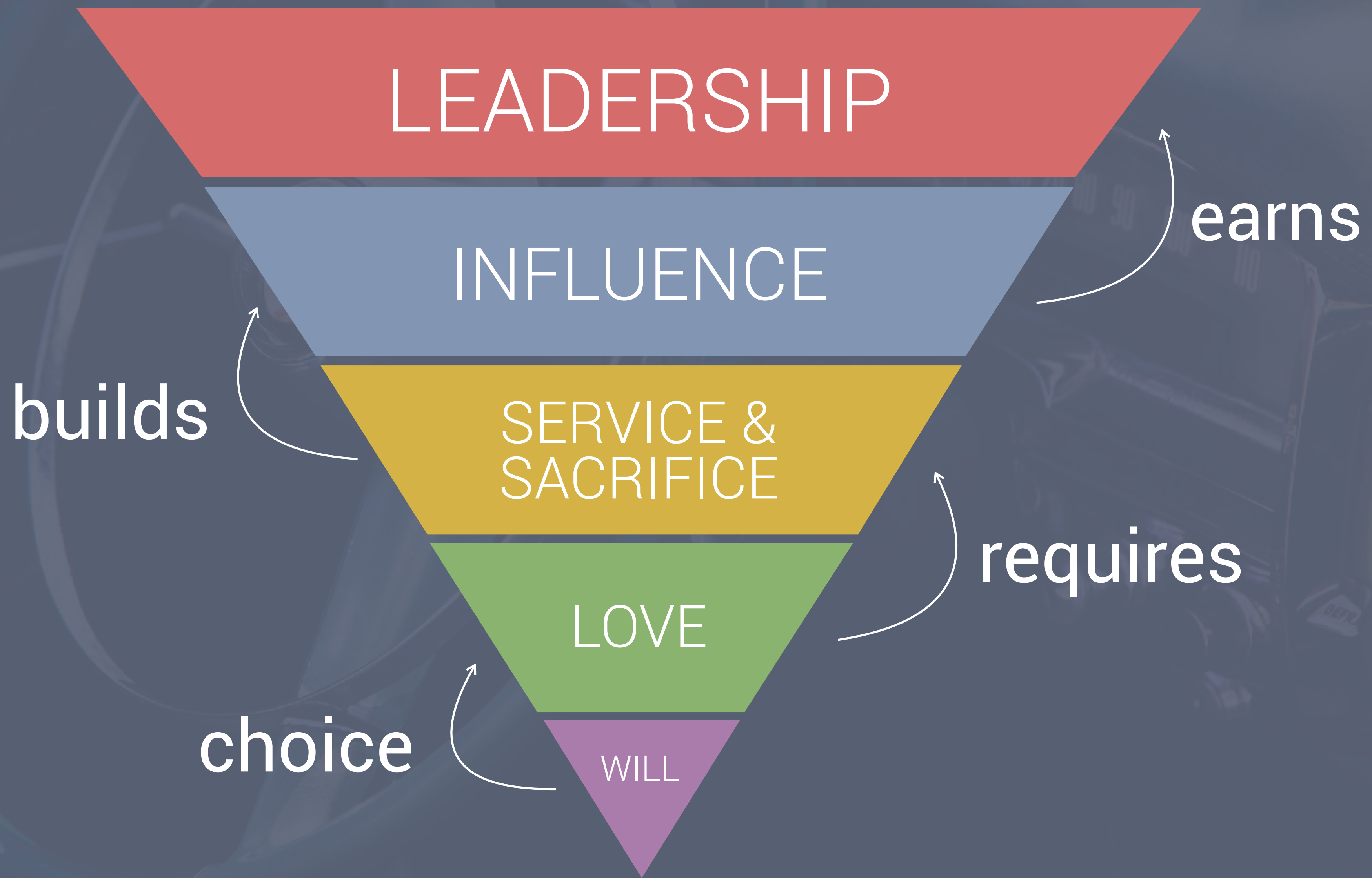


# THE CHARACTERDARE

Giving Compliments

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LEADERSHIP

INFLUENCE

**THE PRACTICE**  
(of service & sacrifice)

LOVE

WILL

# THE PRACTICE

An aerial photograph of a school building, showing multiple rectangular structures with flat roofs and surrounding greenery. The image is heavily tinted with a dark blue color, creating a moody and professional atmosphere. The text is centered over the middle of the image.

**SKILLS** can be  
**PRACTICED**



PRACTICE  
creates HABITS

An aerial photograph of a school campus, showing several rectangular buildings with red roofs and green lawns. The image is overlaid with a semi-transparent blue filter. The text "HABITS shape our life." is centered in white.

**HABITS**  
shape our life.

# HOW WE BUILD **HABITS**

UNCONSCIOUS & UNSKILLED **01**

**02** CONSCIOUS & UNSKILLED

# LOVE

*Patience*

*Honesty*

*Kindness*

*Commitment*

*Forgiveness*

*Humility*

*Respect*

*Selflessness*

LOVE



# STORGE

family refection.

# PHILIA

friendship (psychic + er + nom) ality.

# EROS

romantic(er.-otss)action.



# AGAPÈ

unconditional (selfless) choice.



# Love = Action

"...When you are behaving as if you love someone, you will presently come to love him." -C.S. Lewis



# HOW WE BUILD **HABITS**

UNCONSCIOUS & UNSKILLED **01**

**02** CONSCIOUS & UNSKILLED

CONSCIOUS & SKILLED **03**

**04** UNCONSCIOUS & SKILLED



# HABITS of LOVE

*Patience*

*Honesty*

*Kindness*

*Commitment*

*Forgiveness*

*Humility*

*Respect*

*Selflessness*

# HABITS of LOVE

*Patience*

*Honesty*

*Kindness*

*Commitment*

*Selflessness*

*Humility*

*Respect*

*Forgiveness*

# *Kindness*

Finding OPPORTUNITIES for service

Seeking PROACTIVELY positive interactions

## **The ART of Compliments**

The PRACTICE of selflessness

A COMMITMENT to generosity

The DEVELOPMENT of empathetic instincts



I really like your article of clothing. It reminds me of type of animal because (reason).

# THE DUAL



Your smile looks like  
(something bright). It lights  
up the entire (type of  
space). When you grin, I  
(verb).



Your smile looks like  
(something bright). It lights  
up the entire (type of  
space). When you grin, I  
(verb).

**Moment of Success**  
**Moment of Pain**





In our 5 minute best friendship,  
I've noticed that you are really  
gifted at (blank). You are  
strong, (blank), and bring a lot  
of (blank) to your role. I believe  
in you as an leader because  
(blank).

# @complimentcreations

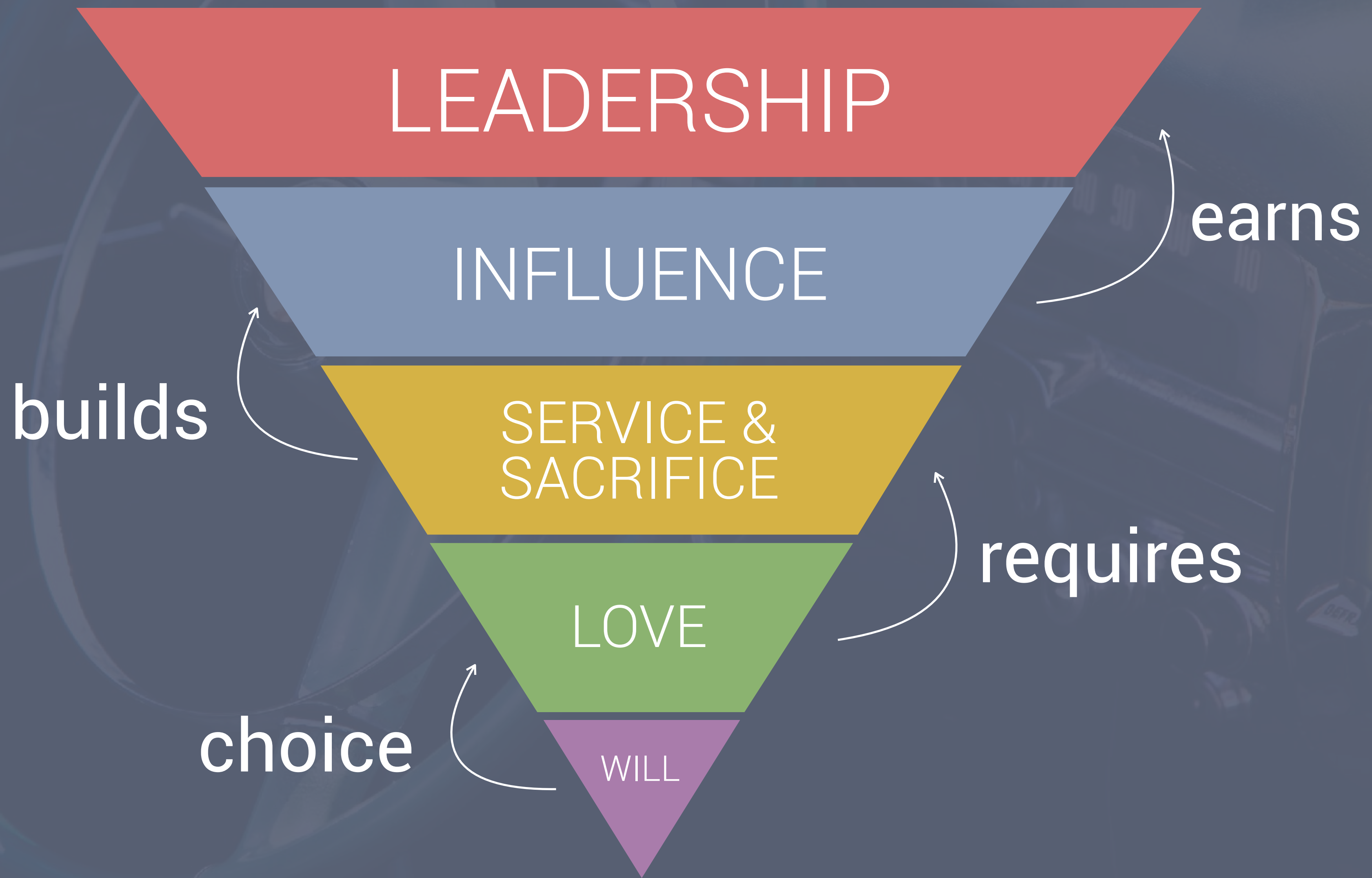


# THE CHARACTERDARE

Asking for Feedback

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LEADERSHIP

INFLUENCE

SERVICE &  
SACRIFICE

LOVE

THE **PROMISE**  
(will you do it?)

# THE PROMISE



TRUST.





# THE TRIANGLE OF TRUST



# EMPATHY

how do we  
build understanding?



ask meaningful  
What does a perfect day  
look like to you?  
**questions.**

If you could witness any event  
of the **past, present, or future,**  
**what would it be?**

If you could ask a single person  
one question, and they had to answer  
truthfully, **who and what  
would you ask?**

What would be the best news **you could receive right now?**

What are the things that stand  
between you and **complete happiness**?



How would you describe  
yourself in **5 words?**

Whose life have you had the  
**greatest impact on?**

# THE TRIANGLE OF TRUST





# AUTHENTICITY

how do we get  
more real?

live your **Truth.**

reflect on your **Lies.**

# What's your Truth?

I want to use my influence to \_\_\_\_\_ because I believe \_\_\_\_\_.

# What's your Lie?

**#1**

PERFECT

**#2**

APPROVAL

**#3**

FAILURE

**#4**

SHAME

#1

PERFECT

if i don't meet  
expectations set  
by myself or  
others,  
i'm not enough.



i need people to  
approve, accept,  
or like me to be  
enough.

#2

APPROVAL

# #3

## FAILURE

those who fail,  
including me, are  
unworthy of love  
and deserve to be  
punished.

i am who i am -  
my flaws define  
me. i cannot  
change.

#4

SHAME

# What's your Lie?

**#1**

PERFECT

**#2**

APPROVAL

**#3**

FAILURE

**#4**

SHAME



# AUTHENTICITY

**In what way does your  
Lie get in the way of your  
Truth?**

#1

PERFECT

What you do doesn't determine who you are. Who you are determines what you do. Your best shot is your best shot. The highest standard is love for others. Inside out living. Meet that standard.

Only you can be you. What others think and say about you is secondary to who you want to be. You can be your own self. Live from the inside out rather than from the outside in. What you do for others in love changes what you believe about yourself. A life of love defeats fear.

# #2

## APPROVAL

# #3

## FAILURE

Failure is normal and leads to success when we learn from it. Failure doesn't makes us less worthy, it merely proves us human. Fail gloriously in your efforts to love others, to serve. There is no failure in that. Keep your focus outward, toward others. Relax, take it easy. Do your best.



People can change. Love changes people. As you choose to love others, to serve, to lead and sacrifice, you will change and become much different than you ever thought possible. With love there is great hope.

#4

SHAME

# A Note of Love

I believe you are...

I know the Lie can sometimes make you feel...

But as a reminder, the truth is...

You can combat your Lie by...

When you do, your life and love will...

I am grateful for you because...



# THE TRIANGLE OF TRUST







I THINK YOU ARE  
BRAVE/BEAUTIFUL  
BECAUSE...



BEAUTITUDO

**CONSISTENCY**

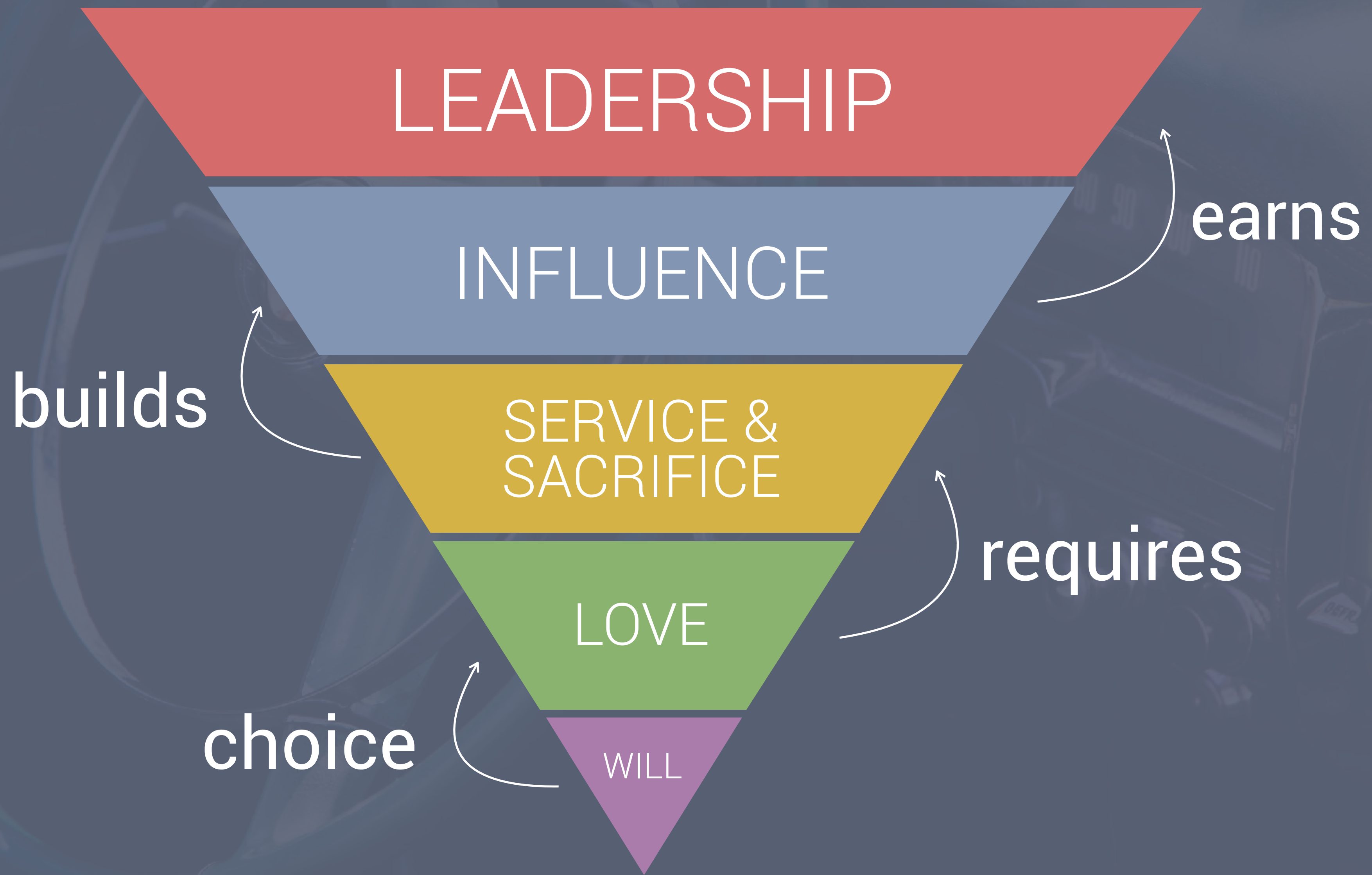
**how do we  
keep  
promises?**



what's one thing  
you are committed  
to doing daily or  
weekly?







# THE ROAD TO **HAPPINESS.**

**LAETUS:** happiness of things

MONEY

LIKES

DRUGS

FOOD

CLOTHING

**FELIX:** comparative advantage

COMPARISON

MORE

WINNING

**BEAUTITUDO:** seeing good, doing good.

GRATITUDE

JOY

BEAUTY

HUMILITY

TRUST

## SUBLIME BEAUTITUDO:

the pursuit of perfection in truth, love, harmony, justice, unity.  
things that are beyond what we can  
do by ourselves. shared vision, shared success.

A large, white, stylized heart shape is centered on a solid red background. Inside the heart, the word "HAPPY." is written in a bold, red, sans-serif font. The heart has a smooth, rounded top and a pointed bottom. The text is positioned in the center of the heart's upper half.

**HAPPY.**

Character  
Strong



