THE LIGHT OF THE L

Foundational Character Traits



SESSION 1 Teacher & Parent Training

A HERO IS AUTHENTIC

HERO THOUGHTS The question that gets the longest pauses before being answered is, "Since I know myself best, do I like who I am?" At one point in my life (Boyd Hamlin) the answer was no. Now, I still pause before I give my answer, "I like who I am becoming".

If you wouldn't follow you, why should anyone else? Leading others is easy compared to the hard work required in leading self. But, if we learn to lead ourselves first, we have a better chance of influencing the world around us in a positive way.



IF A MAN'S ASSOCIATES FIND HIM GUILTY OF PHONINESS. IF THEY FIND THAT HE LACKS FORTHRIGHT INTEGRITY.

Dwight D. Eisenhower

HE WILL FAIL.

VISUAL/OBJECT LESSON

Oranges | Lemons What comes out of you when you're squeezed?

Rubber Bands:

Works best when stretched

PERSONAL APPLICATION

Insert personal story/experience - Leading others, Leading self. Or, Tell a story about a teacher, coach or family member who did this for you. Or, ask the question: Who has demonstrated this idea of leading self well giving them the chance to lead others well?

Example: My 8th grade English teacher was this kind of person. I knew that when he told me to do something it was coming from a man who lived by his words. He didn't ask others to do something that he wasn't doing or willing to do. That made learning from his example much easier and helped me understand that before leading others, I must intentionally lead myself.

Integrity is the foundation you build your life on. If the foundation is bad, so will the life be. Integrity pays attention to the details nobody sees, that's why it's said it's who you are when no one is looking. Character is what others are going to see.

Integrity is the nails, screws, bolts, cement, wood and glue that hold the house together. Without the nails, screws, bolts, cement, wood and glue, you don't have a house to show others. When others see our character they also see our integrity (foundation) that we've worked on in the late night hours, getting ready to display to the world.

A structure with a strong foundation can be trusted. So, a person with integrity can be, too! If the foundation is weak, has flaws, cracks, it runs the risk of breaking under pressure, or when the storms of life come crashing down upon it. When the foundation has been compromised, you can put a temporary fix on it, repair it for a time. Ultimately, the best way to fix a faulty foundation is to break it down and start over, applying lessons learned that will make your foundation stronger as you begin rebuilding.

Honesty is a huge ingredient in laying a solid foundation for integrity. It says you can be trusted to follow through, be on time, finish what you started, do what you said you would do, keep your word, admit mistakes or wrong-doing. It says you can count on me. Honesty allows you to rest assured and know that I've got your back. Integrity is to be honest and have strong moral principles. Trust is the glue that holds people together. Do you have integrity? Have you had it? Can you get it back? These are good questions that demand an honest answer before you begin the journey of being a positive influence for others!

WHY FOCUS SO HEAVILY ON INTEGRITY?

Integrity develops trust. When you develop trust, you earn respect with others and draw people to you rather than repel them away from you. People are not left with the thought, "Can I trust this person?" They know they can!

Humility - It's not built on ego and pride, it's built on unbreakable morals and values that stand strong under every pressure and circumstance that comes its way. It doesn't mean you've arrived and others should marvel at you. Rather, it means you are doing what's required behind closed doors to shine when brought out in the open. It's living and learning how to better self which provides a model for others to adopt. Humility isn't thinking less of yourself, it's thinking of yourself less. Think of yourself when you are behind closed doors while working on bettering your foundation so you can think of others more when you are out in the open.

Above all else - Integrity! It is your job to do the hard work of building a strong foundation of Integrity. But, it's the job of others to tell us if we have it or not. We need people in our lives who will hold us accountable, ask the hard questions, give truthful answers of our current state and encourage us with wisdom to become better daily. I would encourage you to get a few accountability partners who desire to be a better influence to come alongside you in your journey.

Action Steps

Create accountability groups to build a strong foundation of Integrity. To grow others, we must grow ourselves. A strong foundation starts with you. Pair up into accountability groups of five. Pick a time each week to make a connection to share, encourage, compliment and challenge one another in character development.

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO IS

Authentic

(School mascot) Team,

Thank you for a great start to The HERO Builder program for (your school). The first session truly helped us understand the importance that authenticity and integrity are in laying a strong foundation to build upon.

I wanted to highlight the main points discussed in our time together in session one to keep them top of mind as we continue building on this foundation in the sessions to follow.

Honesty is a huge ingredient in laying a solid foundation for integrity. It says you can be trusted to follow through, be on time, finish what you started, do what you said you would do, keep your word, admit mistakes or wrong-doing. It says you can count on me.

Humility is not built on ego and pride. It is built on unbreakable morals and values that stand strong under every pressure and circumstance that comes its way. Humility is not thinking less of yourself, it is thinking of yourself less.

HERO ACTION STEPS:

I want to strongly encourage you to establish accountability groups.

- » Pair up into accountability groups of 5.
- » Pick a time each week to make a connection to share, encourage, compliment and challenge one another in your character development.

Thank you for being a part of this team of HERO Builders and for making a BIG difference in the lives of (school mascot).

Building HEROES,

SESSION 2 Teacher & Parent Training

A HERO NURTURES IN **WORDS & ACTIONS**

HERO THOUGHTS Have you ever received a personal note from a special person in your life? Do you still have the note? Did it make a lasting impact on you, get you through a difficult time or provide confidence to tackle the task before you? Can you quote the words in it by memory? That is the power of a nurturing note.

A very simple way you can be somebody's hero is by nurturing. Parents nurture their kids. Coaches nurture their players. Teachers nurture their students. Employers nurture their employees. It seems that without proper nurturing we leave those under our care no other option but to figure it out the best they can on their own. If we can nurture our kids in the right direction - when they're old they won't be lost.

IT DOESN'T TAKE LONG TO WRITE A NURTURING NOTE. BUT IT MAKES **ALL THE DIFFERENCE** IN THE WORLD.

Boyd Hamlin

VISUAL/OBJECT LESSON

Notecards | Pens | **Stickers**

Nurture Notes don't take alot of time to write, but make all the difference in the world.

PERSONAL APPLICATION

Nurturing is caring for others which teaches them how to care. It's encouraging the growth and development of others which teaches them how to encourage others. Once we understand that a kid isn't a person to be dealt with, but a person to be developed we can begin providing proper instruction for their benefit. Nurturing isn't giving bandages to someone (dependence), but showing them where the bandages are (independence).

Whether you were properly nurtured or the people in your life missed the boat, you can turn the tide for those in your care. John Maxwell says that "you can't add value to people if you don't value people." If you don't value people, get around others who do and learn what valuing others looks and sounds like. We need to answer the questions 1)Do you see me?, 2) Can I trust you?, and, 3) Can you help me? that those around us are asking with complete confidence - YES. Virginia Arcastle said, "When people are made to feel secure and important and appreciated, it will no longer be necessary for them to whittle down others in order to seem bigger in comparison." In light of her comments, doesn't it seem that if we learn the art of nurturing we could dissolve bullying others to some degree?

What I'm suggesting is hard work. Naturally, we are experts in telling others the negative areas that need improvement. It takes hard work to point out the things they are doing right. Pointing out problems gives a person permission to live there, not the possibility of growth and development. What we give attention to gets the focus. Nurturing provides a way to focus on the possibilities of improvement where the opposite leaves a person feeling like they will never measure up.

NURTURE NOTES

Here are 3 nurturing notes that will help you appreciate, encourage, recognize, reward, support and believe in those under your care that will help them thrive.

Note: Each card to each recipient deserves your personal touch. One note reproduced and sent to everybody loses power. Personalize each note. It's not an exercise to check off our daily to-do's, but rather an opportunity to bring out the best in others.

NOTE ONE | POLITE

This is more of a generic note that says, "I see you" and "you matter". An example could read, "Hey, Landon! I was thinking of you today. You put a smile on my face! Have a great day!" Sign your name.

NOTE TWO | PERFORMANCE

This note focuses on a recent accomplishment, or something you saw them do that needs to be pointed out. An example could read, "Hey, Betty! I saw you helping your friend today during lunch. You're great at helping others! Keep up the good work!" Sign your name.

NOTE THREE | POTENTIAL/POSSIBILITY

It's obvious that you see them and what they are doing. Now, let's help them see what they can become. This note lets them know that you believe in them and helps them become more self-confident. This note can also let them know you are in their corner to help them become the best they can be. An example could read, "You can do anything you set your mind to doing. I know you'll do what it takes to do great on your test tomorrow. P.S. If you need any help getting ready, let me know!" Sign your name.

Keep in mind that sending emails, texting and such are okay. Writing a personal note is always the best and longest lasting option. There are more ways to nurture others, but this is one way to get your journey started.



- Nurture with Words: Start writing 'nurture notes' to students, staff and parents. Set a goal to write 3 to 5 daily in your down time. When every student in your class has received one, start again. Ask yourself which of the 3 'nurture notes' speaks best to the recipient. Be creative with your notes: write them on cards, wrappers, stretch out a rubber band and write a note on it, the options are endless.
- » Nurture with Actions: One of the most important questions a student could ask is, "Do you see me?" Let students know that you SEE them and that they matter to you.

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO IS

Nurturing in Words and Actions

(School mascot) Team,

Thank you for your participation in session two of The HERO Builder. Wow! John Maxwell is right when he said that "you can't add value to people if you don't value people". If we want to influence others well, we need to be able to answer a few questions they are asking us: 1) Do you see me? 2) Can I trust you? and 3) Can you help me? Nurturing notes is one way we can answer those questions.

Here are 3 nurturing notes that will help you appreciate, encourage, recognize, reward, support and believe in those under your care that will help them thrive. Remember that each recipient deserves your personal touch. One note reproduced and sent to everybody loses power. So, personalize each note. It's not an exercise to check off of our daily to-do's list, but rather an opportunity to bring out the best in others. Here are three nurturing notes/cards you can write:

Polite: This one is more of a generic note that says, "I see you" and "you matter". An example could read, "Hey, Landon! I was thinking of you today. You put a smile on my face! Have a great day!" Sign your name.

Performance: This note focuses on a recent accomplishment, or something you saw them do that needs to be pointed out. An example could read, "Hey, Betty! I saw you helping your friend today during lunch. You're great at helping others! Keep up the good work!" Sign your name.

Potential/Possibility: It's obvious that you see them and what they are doing. Now, let's help them see what they can't see. This note helps them know that you believe in them and helps them become more self-confident. An example could read, "You can do anything you set your mind to doing. I know you will do what it takes to do great on your test tomorrow. P.S. If you need any help getting ready, let me know!" Sign your name.

It doesn't take long to write a nurturing note, but it makes all the difference in the world!

HERO ACTION STEPS:

- » Nurture with Words: Start writing 'nurture notes' to students, staff and parents. Set a goal to write 3 to 5 daily in your down time. When every student in your class has received one, start again. Ask yourself which of the 3 'nurture notes' speaks best to the recipient. Be creative with your notes: write them on cards, wrappers, stretch out a rubber band and write a note on it, the options are endless.
- » Nurture with Actions: One of the most important questions a student could ask is, "Do you see me?" Let students know that you SEE them and that they matter to you.

Building HEROES,

SESSION 3 Teacher & Parent Training

A HERO EXPRESSES **FAITH IN OTHERS**

HERO THOUGHTS Most people don't believe in themselves. It often takes someone to believe in you to build a belief in yourself. Once someone has expressed a belief in you, it's your responsibility to build upon that foundation by acting on it. Once that foundation has been set, you can confidently share that belief with those around you. Rarely can you pass on to others what you don't possess yourself. Motivational speaker, Les Brown, has often said that people may need to borrow your faith in them while they develop a faith in themselves. Pass on to others the gift someone gave you when they said, "I believe in YOU"!



MY FAITH IN YOU DOESN'T MAKE YOU **GREAT. IT ONLY HELPS** YOU KNOW THAT YOU HAVE THE POWER TO BE GREAT.

VISUAL/OBJECT

Mirror

Believe in yourself and others. My faith in you doesn't make you great, it just helps you know you have the power to be.

PERSONAL APPLICATION

When a person thinks highly of you, it's a good thing. When you get a person to think more highly of themselves, it's the best thing. John Maxwell is right when he says, "If you express skepticism and doubt in their abilities, then they will repay your lack of confidence with mediocrity. On the other hand, if you show belief in people, they will go the extra mile to live up to your high hopes for them."

Find me a person who doesn't struggle with self-esteem and self-doubt and I'll show you a person who isn't breathing. When we have faith in others - encourage them, empower them, make observations that lead to opportunities to better them, remain optimistic for them when life's difficulties overwhelm them, they will begin to have a faith in themselves. When we believe in others we give them a reason to believe in themselves.

When you consistently demonstrate that you have faith in others, they will begin to show signs of establishing a faith in themselves. Here is one way we can show others we believe in them:

Forget the past - What happened in our past doesn't define our future. We can't walk into our future with the bag of the past dangling over our shoulder. To show that we have faith in someone, focus on where they are going, not where they have been. Focus on their potential and possibilities rather than mistakes and misfortunes. What must you un-see so that you can help someone see that there best days are ahead of them?

Affirms - John Maxwell, asked his father 'how do you know when someone needs encouragement'. His father answered, "If they are breathing". We can follow that question with another - how often do you encourage others? The answer - as often as you can! You can't tell a kid 'good job' one time and call it good. You can't help a kid improve in an area one time and expect to see improvement. It's an all the time job to keep others encouraged in a world where our words of encouragement get lost in the daily discouragements of life. Who can you add value to today with words of affirmation?

Inspires - When we have faith in others, we expose them to others who have successfully traveled the road they find themselves on. Books, movies, conferences. music and mentors all help in keeping the flame burning within. If a person doesn't have faith in themselves, they probably will not seek out these things themselves. You, the one expressing faith in them, have to take the initiative to see what they don't see and provide the resources and tools they need to get where they want to go.

Trustworthy - When the questions 1) Do you see me? 2) Can you help me? and 3) Can I trust you? are answered with a yes, we have a responsibility to be constant and consistent for the people we've expressed belief in. If we demonstrate, at any point, a lack of faith in the person we've developed a trustworthy relationship with, we risk losing ground with that person. Be a person others can trust and count on daily.

Hunger - We get to create a hunger for others to see bigger, be bigger, go further than one ever thought possible.

My belief in someone places a responsibility on them to aspire to act from that level of belief. It motivates them to try harder, dig deeper, climb higher than ever before. Nancy Dornan said, "When you believe in people, they do the impossible" 1

My belief in someone isn't to get them to think I'm great, but to get them to understand just how GREAT they are! And, before you know it, they will do exactly that. Motivational speaker, Les Brown says, "You have something special. You have greatness within you." It's our belief in others that creates a hunger to uncage that greatness.

My faith in you doesn't make you great. It only helps you know that you have the power to be great.

- » Let the person in the mirror know, "I believe in YOU!"
- » Practice telling others, "I believe in YOU!" Square them up and look them in the eye!

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO

Expresses faith in others

(School mascot) Team,

When someone believes in you it is a good thing. When you can get someone to believe in themselves it is a great thing! In The HERO Builder session 3, we discussed the importance of expressing faith in others. When we consistently demonstrate that we have faith in others, they will begin to show signs of establishing a faith in themselves. When that happens, it is a GOOD DAY! Here are the main points we discussed in expressing faith in others:

Forget the past - Our past doesn't define our future. To show that we have faith in someone, focus on where they are going, not where they have been. Focus on their potential and possibilities rather than mistakes and misfortunes. What must you un-see so that you can help someone see that there best days are ahead of them?

Affirms - We need encouragement daily. You can't help a kid improve in an area one time and expect to see improvement. It is an all the time job to keep them encouraged in a world where our words of encouragement get lost in the daily discouragements of life. Who can you add value to today with words of affirmation?

Inspires - Help others see what they can't see on their own. Take the initiative to point out to them what you see that they don't yet see. Then, provide them with tools and resources they will need to get where they want to go.

Trustworthy - Be a person others can trust and count on daily.

Hunger - We get to create a hunger for others to see bigger, be bigger, go further than one every thought possible. Make them hungry for more!

HERO ACTION STEPS:

- » Let the person in the mirror know, "I believe in YOU!"
- » Practice telling others, "I believe in YOU!" Square them up and look them in the eye!

Thank you for being a part of this team of HERO Builders and for making a BIG difference in the lives of (school mascot).

Building HEROES,

SESSION 4 Teacher & Parent Training

A HERO HEARS THE HEART

HERO THOUGHTS "No one ever listens to me!" Have you ever heard someone say that? Have you ever said it? Typically, a person who says they're listening is probably just 'Pretend' listening, waiting for their turn to talk, chip in, share the thought they just had. "Most people do not listen with the intent to understand; they listen with the intent to reply". - Stephen R. Covey

The most important of all communication skills - Listening!



MOST PEOPLE DO NOT LISTEN WITH THE INTENT TO UNDERSTAND: THEY LISTEN WITH THE INTENT TO REPLY.

Stephen R. Covey

VISUAL/OBJECT

Telephone Game

Pass on what you think you heard. Search on internet: "Telephone Game" and create a list that applies to your group.

PERSONAL APPLICATION

An elderly lady and her friend wanted to be of service to their community, but didn't feel they had many talents to draw from. They had an idea and set up a meeting with the high school Principal. They explained that they wanted to serve the community with their ears. The one thing that both ladies were very good at was listening to others. They wanted to serve the student body by listening to any student that wanted to talk about anything under the sun.

The Principal was skeptical, but told the ladies to be at the upcoming school assembly to make an announcement about lending their ears to the student body. Excited about an opportunity to serve, the ladies went right to work getting business cards made. On the day of the assembly, the ladies took the stage and told the students - we are old ladies who want to make a difference. We are very good at listening! We don't know what you go through on a daily basis, concerns you have, problems you encounter, but our ears are yours anytime you need them. We will be in the back of the auditorium handing out business cards with our numbers on them if you are interested. Within the next few weeks, the two ladies had received hundreds of calls from students who simply needed an ear to hear their heart, hurts and hopes. These ladies helped by simply listening. The program they started has since been welcomed in other schools. There is power in listening!

The message a listener must send is 1) I see you and 2) I hear you. It's crucial we are fully present when we are listening. We bring to the table respect and reliance to gain honesty and receive an education of the person speaking. The speaker may be open to hearing new ideas if we've listened well and truly understand where they are coming from.

Peter Drucker said, "The most important thing in communication is to hear what isn't being said". When listening, what is being said without words? What are their eyes telling you? What is their body language telling you? Does their dress and hygiene scream anything at you? What about their tone of voice?

Below is a guide for being a better listener.

- » What is their HEART telling you about who they are?
- » What does their HURTS tell you about where they have been?
- » What are the HOPES that drive them?
- » How can I HELP them reveal the HERO within?

Use this guide as you listen to others. In doing so, you will discover that you need to also listen with your eyes to hear what's being said without words. What concerns me or brings me caution? How can I help? Who do I need to connect with to provide the right help for the person who chose me to be a listening ear? Keep in mind that we are listening because we care; not to provide unwanted advice. If we have a habit of blurting out our solutions to their circumstances, we give them reason to believe we weren't listening, only waiting for our turn to speak.

There are dozens of ways we are advised to listen better. I don't claim to be an expert by any means. But, what has worked well for me has been to simply lend my **EARS**:

- **E** Exit out of YOUR world to be fully present in their world. Whether you are talking on the phone or in person, have a pen and paper to write down what you are hearing so you can understand better, respond better, help better...You've been invited into their world to help them with their world. Seldom do they ask to come into yours.
- **A** Ask questions to clarify, to better understand their heart, hurts and hopes, to help them think in and out of the situation, to draw out the answers that lie within, to determine how you can best help. Questions show the speaker you are listening.
- **R** Review and Repeat back what you heard to make sure you heard right. Respect the speaker by making sure you are hearing exactly what they are saying with and without words.
- **S** Support what you hear with truthful and factual feedback. Some just need to be heard, some will need help, some will need directional advice, some already hold the answer that needs drawn out by a well-placed question, and some are asking for accountability for their journey. But, all are simply asking to be heard.

Open your ears! The world is speaking to you, if you will listen.

- » How to use your ears when listening to others:
- » Exit out of YOUR world, be fully present in their world.
- » Ask questions to clarify
- » Review and Repeat
- » Support what you hear with truthful and factual feedback.

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO

Hears the Heart

(School mascot) Team,

I hope you are enjoying the process of building heroes as much as I am. Our latest session 4 from The HERO Builder was a tough one. Stephen Covey said it best, "Most people don not listen with the intent to understand; they listen with the intent to reply". Isn't that true? I don't know how many times I have missed what was being said because I was waiting with a reply. This is a tough one for me, but I am learning that the most important of all communication skills is listening.

These questions are great to use as we work on our listening skills:

What is their HEART telling you about who they are?

What are their HURTS telling you about where they have been?

What are the HOPES that drive them?

How can I HELP them reveal the HERO within?

HERO ACTION STEPS:

Use your EARS:

- » Exit out of your world and be fully present in their world.
- » Ask questions to clarify.
- » Review and Repeat
- Support what you hear with truthful and factual feedback.

Thank you for being a part of this team of HERO Builders and for making a BIG difference in the lives of (school mascot).

Building HEROES,

NOTES		

SESSION 5 Teacher & Parent Training

A HERO SEEKS TO UNDER-STAND DEEPER THAN OTHERS

HERO THOUGHTS "No one understands me" is said most often by those who fail to work at understanding others. When we look at the world around us through our own lens, we ignorantly think others will, or should, see the world through the same lens - OURS!



TO BETTER UNDERSTAND OTHERS. WALK A MILE IN THEIR SHOES.

VISUAL/OBJECT

Charades

Understanding without words.

Canvas Shoes | Sharpies

One shoe is positive words, one shoe is negative words. What do you see when you walk a mile in their shoes?

PERSONAL APPLICATION

Everyone wants someone to understand them, but seldom budges in an effort to understand those around them. Chances are also high that a person seeking to be understood by others probably doesn't fully understand themselves. If you want to be understood, seek to understand and do the hard work of getting on the same page.

For example, I, Boyd Hamlin, am a father of two boys now 22 and 20 years of age. When they were younger I would often hear, "Cody won't go to the park with me" or "Collin won't play video games with me". When they discovered that giving a little gained them a lot more in the long run, life got much better for both of them. Instead of being alone all day, playing a bit at the park and playing a bit of video games built a better relationship than being stubborn and controlling would have ever produced. So, when you put in the time and go through the trouble of understanding others, the pay-off could make all the difference in the world. Getting your own way may mean going it alone and making no difference at all.

UNDERSTANDING OTHERS REQUIRES:

Responsibility - Meeting others where they are but, not forgetting who you are in the meantime. Maintaining who you are while you discover who they are is vitally important. Forget who you are in the process of understanding others, or becoming what everybody else desires to gain a win and you lose in the long run. Understanding others requires healthy compromise from both parties. Stay true to you while you seek to understand those around you. On top of that, think the best of others. When you think the best of others, that's what you'll get from them. Think the worst of others and that is probably what you will get in return.

Respectful - What are they thinking? What motivates and inspires them? How do they react in certain situations? The best way to answer these questions is to walk a mile in their shoes, spend a minute sitting in their spot to see what they see, feel how they feel, and reason how they would in any given situation. We need to do it with 100% respect of the person/s we are seeking to understand. We haven't grown up with them, seen how and where they grew up, what challenges they dealt with on a daily basis, or how

past relationships have shaped their current ones and the list goes on. Walk a mile in their shoes and don't hand them back until you understand, until you get it. And, when you do, know that empathy does not mean sympathy. They're not asking anyone to feel sorry for them, just to 'get' them.

Be Open To New Ideas - Believe it or not, your way isn't the only way. The team with different personalities brings different ideas to the table. Seek to understand each other and move forward, together, on an agreed upon idea. A table full of good ideas equals a great idea to be implemented. Your idea, the only idea leads to frustration!

Optimistic In Outcome - Failure is never final if we learn and become better as a result. No one really knows if some ideas are going to work until they - WORK! Try it, tweak it, make it better and you'll become better, too. If it doesn't work, you grow and learn together. If it works, you grow and succeed together. Either way, it's better than going it alone.

What can you do to better understand the people in your life?

- To better understand others, walk a mile in their shoes.
- Ask better questions.
- » Practice your LISTENING skills.

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO



(School mascot) Team,

I hope you are having a great day! Can I ask a question? Have you walked in a pair of shoes other than your own today? One of the best ways to better understand someone is to walk a mile in their shoes to see what they see, feel how they feel and experience what they are experiencing. And, when we go through the trouble of better understanding others, the pay-off is out of this world. What can we start doing to better understand those we seek to influence?

HERO ACTION STEPS:

- To better understand others, walk a mile in their shoes.
- Ask better questions
- Practice your listening skills. Listen to what is being said with words. Hear what is being said without words.

Thank you for being a part of this team of HERO Builders and for making a BIG difference in the lives of (school mascot).

Building HEROES,

NOTES		

SESSION 6 Teacher & Parent Training

A HERO HELPS OTHERS **GET BIGGER**

HERO THOUGHTS Most people I know only grow enough to meet the problem that is staring back at them. In doing this, they never truly outgrow THAT problem or situation. It will be the constant problem staring back at them or the situation that steals their joy unless we help them do some stretching.



THERE IS NO MORE NOBLE OCCUPATION IN THE WORLD THAN TO **ASSIST ANOTHER HUMAN** BEING - TO HELP SOMEONE SUCCEED.

Alan Loy McGinnis

VISUAL/OBJECT

Balloons

Do our words and actions lift up (inflate) or put down (deflate) others?

PERSONAL APPLICATION

John Maxwell talks about "The Law of the Rubber Band" in his book, "The 15 Invaluable Laws of Growth". Basically, it says that "Growth stops when you lose the tension between where you are and where you could be" 2. Growth takes initiative! In a world where people are comfortable being comfortable, our challenge of enlarging others, helping them get comfortable being uncomfortable is great. Try motivating a person perched on the porch of mediocrity. Or, convince someone to move out of the town called "Average" and you'll see how real the dilemma is. "I cannot stand the idea of settling for average, can you? Nobody admires average. The best organizations don't pay for average. Mediocrity is not worth shooting for.

As novelist Arnold Bennet said, "The real tragedy is the tragedy of the man who never in his life braces himself for his one supreme effort, who never stretches to his full capacity, never stands up to his full stature." ³ We must be aware of the gap that stands between us and our potential, and let the tension of that gap motivate us to keep striving to become better" (The 15 Invaluable Laws of Growth, pgs. 162-163). Mediocrity is miserable! Abraham Maslow said, "If you plan on being anything less than you are capable of being, you will probably be unhappy all the days of your life." In other words, don't be okay with being stressed out, seek to be stretched out!

Enlarging others helps them move towards their maximum potential, and helps them exceed their current capacity. It is time and effort well spent.

Experiential - A trial-n-error process in discovering and developing your potential is a key in determining if you like it and have the desire to do it. Experimenting takes away all "would have", "could have" and "should have" scenarios. It leaves behind the safety and security of the familiar, erases the excuses that once filled your mind and creates a willingness to keep the tension between where you are and where you want to be. And, once we help someone stretch in the direction of their full capacity, we can:

Equip - Provide the necessary resources to develop the new found talent/ability to take it to its full capacity. Equip them with support, equipment, tools and people that will make all the stretching, striving and sweating worth every second. Equipping always takes:

Effort - On the enlarger and the one being enlarged. A wake up call before the rooster crows. A new regimen that requires persistence and resilience. A schedule that aims for daily advancements that leads to the ultimate achievement of reaching one's capacity. This is a no-slack commitment to the person/s we seek to enlarge. It requires constant:

Encouragement - It's not enough to believe someone can accomplish something great, it's working with them in the midst of becoming great. Encouraging words, actions, accountability and recognitions keep the spirit up when advancement is minimal and the finish line is out of sight. It's defeating the doubts that hold them at bay and helping them to press on and through the barriers that stand in front of them. Encouragement provides promise to the people counting on us to help them exceed their current capacity. Then, we see that the hard work of enlarging others:

Expands - How amazing is the feeling you get when you encounter someone you have helped stretch to their full capacity helping others stretch to their full capacity? That's legacy, my friend! When you enlarge others, help them see what they would have never seen or experience what they would have never experienced, you launch them into a lifetime of stretching and endless possibilities.

"Life begins at the end of our comfort zone" - John Maxwell

- » Help others move from a limited position of being stressed to a maximum position of being stretched. Help those around you get BIGGER!
- » Help students see what they cannot see themselves.

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO

Helps others get bigger

(School mascot) Team,

I want to give you a standing ovation for the difference you are making on the lives of others. I am proud to be a part of this team! You make me - BIGGER!

The HERO Builder session 6 was a great reminder of the tension between where we are and where we want to be. At times, we find ourselves being more stressed than stretched. Our students are no different. They get caught in the stress of their current capacity and forget to stretch into their maximum potential. That is where we come in!

We do, in fact, have the greatest job on the planet! As teachers, we get to STRETCH the next great leaders of the world! Let's continue making our students BIGGER by helping them keep the tension between where they are and where they want to be as tight as possible.

HERO ACTION STEPS:

- » Help others move from a limited position of being stressed out to a maximum position of being stretched out. Help those around you get BIGGER!
- Help students see what they cannot see themselves.

Thank you for being a part of this team of HERO Builders and for making a BIG difference in the lives of (school mascot).

Building HEROES,

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SESSION 7 Teacher & Parent Training

A HERO PROVIDES DIRECTION FOR OTHERS

HERO THOUGHTS If you don't know where you're going, staying put seems the most logical option. We stay in "park", pulled over on the side of the road because we don't know how to get where we've never been. If we move down the road in a direction we are unsure of, we could arrive at a destination we never planned on reaching and move miles away from where we wanted to go in the first place. .



A TRAVEL AGENT HELPS YOU PREPARE FOR THE TRIP. A TOUR GUIDE TAKES THE TRIP WITH YOU.

PERSONAL APPLICATION

We need someone to help us get where we're going, someone who's been there, knows the road, who can help us get around the pot holes, be our GPS and companion for the journey. We need a NAVIGATOR!

It's always better to have someone meet us where we are to help us get where we want to go. Before you take off on a journey, you really don't want to hear someone say, "Good luck", or "Hope you make it". Instead, we would welcome a person who said, "I've been where you're going, I can be your guide if you like".

A person who navigates well for others is:

Helpful - Knowing what you're talking about is important in helping navigate for others. If you've never played soccer, how can you help someone play the game better? If you've never traveled the world you'd be a poor tour guide for someone who wants to. To be helpful, it's better to have done what you're helping another do than merely knowing about it. The more you've experienced something, the more helpful you can be for others. Note: a navigator doesn't have to know everything to give direction. You just need to have been where others desire to go, giving direction that has been tested to help others reach their destination.

Equipping - A navigator provides the resources needed to experience a more successful journey. Having the essential tools and knowing how to use them properly provides you with confidence on the front end and helps you know that getting where you want to go is just a matter of time.

VISUAL/OBJECT

Blindfold

Does your direction help others get through the obstacles in life?

Risky - A navigator has already decided that the investment of time and resources involved in guiding others is worth the risk. They have faith others will reach their desired destination (goals), but know the fact of the matter is that it will take more than a day and a night to get there. Henry David Thoreau said, "The man who goes alone can start the day. But he who travels with another must wait until the other is ready". A navigator must know the destination of those he/she is providing guidance for along with how much ground to cover and when to stop for a rest. If the navigator pushes beyond readiness, defeat triumphs before the destination is reached. Help them, don't hurt them. It's one thing to help a person exceed their current capacity and another to place unnecessary limitations on them because you wanted to rush things along. The people you are guiding set the pace for the journey. Take time to look at 4 areas before proceeding:

Celebrate - the ground you've covered to get where you are.

Character - how you have grown thus far and in which areas are you still needing to grow to get where you are going.

Choices - you've made choices that have brought you this far. What choices will need to be made to advance even further?

Challenges - you've been victorious over challenges faced, but what must you do to prepare for the challenges ahead?

Uncover Possibilities - Sometimes, those taking the journey will think that they can't go any further. It's the navigators chance to keep the vision clear by reminding them what they dream about, sing about and cry about. A navigator knows obstacles bring out the best in us. They stay the course; take the journey with us until we discover how to navigate on our own. Because a navigator helped chart our course, we can be a compass for others.

- Navigate for someone Student, Staff member, Parent. Help them move forward in their journey.
- Match the Navigator We have not 'been there, done that' in every area of life. But, someone has. If the navigator can't provide direction for the traveler, little ground will be covered. When the navigator can provide sound direction for the traveler, much ground can be covered in a shorter amount of time.

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO

Provides direction for others

(School mascot) Team,

I know that many of us have reached a place in life that we did not know how to get where we wanted to go. I have been lost in little towns and big cities alike. I have been lost in making daily decisions toward my long-haul destinations. I didn't need someone to point me in the right direction. I needed someone willing to take the trip with me. I needed a guide, a navigator.

Every day our students are being guided closer to or further away from their desired destination. It is our responsibility to give them the kind of directions that move them forward, not backward.

The HERO Builder session 7 was a good reminder that we all need a little direction. My favorite part of the session was towards the end. "The people you are guiding set the pace for the journey". We were encouraged to look at four areas before proceeding with further directions to the traveler:

Celebrate - the ground you've covered to get where you are.

Character - how you have grown thus far and in which areas you still need to grow in order to get where you want to go?

Choices - you have made choices that have brought you this far. What choices will need to be made to advance even further?

Challenges - you have been victorious over challenges faced, but what must you do to prepare for the challenges ahead?

A good navigator stays the course until the traveler is ready to journey on their own.

HERO ACTION STEPS:

- » Navigate for someone student, staff member or parent. Help them move forward in their journey.
- » Match the Navigator We have not 'been there, done that' in every area of life. But, someone has. If the navigator cannot provide direction for the traveler, little ground will be covered. When the navigator can provide sound direction for the traveler, much ground can be covered in a shorter amount of time.

Thank you for being a part of this team of HERO Builders and for making a BIG difference in the lives of (school mascot).

Building HEROES,

SESSION 8 Teacher & Parent Training

A HERO INVESTS IN **OTHERS**

HERO THOUGHTS It all comes down to connecting with others. You either do or you do not. Here are a couple of ways to look at this:

- 1) Communication is telling someone how you want something done
- 2) Connecting is investing in others and inviting them to share the journey with you

YOU CAN CONNECT WITH PEOPLE AND LEAD THEM ONLY IF YOU VALUE THEM.

John C. Maxwell

VISUAL/OBJECT

Pictionary

Use words that are applicable to your staff.

PERSONAL APPLICATION

When I think of connecting with others I can't help but think of Zig Ziglar's words of advice, "Help enough people get what they want and they will help you get what you want". In order to do that you have to connect.

Have you ever been more confused after a conversation has taken place than before it started? It has been done to us and we have done it to others. When we walk away from a conversation saying either, "I don't know if I said what I wanted to say" or "I have no idea what just happened here", we probably didn't make the connection like we had hoped to. But, regardless, we still walk away frustrated because we THINK we TOLD them what we wanted them to do or to know, and it's their own incompetence that prevented them from hearing what you were trying to say. I guarantee you that they were confused the minute your lips started moving! Not only do we fail to communicate with others, but we often fail to connect with others.

If we are going to identify with people and improve our influence with them, we must:

V – Value Others: For fifty years, John Maxwell has lived by the advice his father gave him. His advice was to every day "intentionally value people, believe in people, and unconditionally love them." Valuing others is never about showing others how great you think you are. It's always about showing others how great you think they are or how great they have the potential of becoming. Valuing others is humbling yourself and connecting with them on common ground so that you can inspire them to go to higher ground.

Being respectful of where others are and helping them get where they want to be is a process. "Even when you find common ground, you can face obstacles in the communication process. If you detect that people you're trying to connect with are tentative about your approaching them, then try to meet them on emotional common ground. An excellent way to do that is to use something called feel, felt, found to help them relate to you. First, try to sense what they feel, and acknowledge and validate the feelings. If you've had similar feelings in the past, then share with them about how you've also felt the same way before. Finally, share with them what you've found that has helped you work through the feelings" 5

When we value others, meet them on common ground, we become a reliable guide that others are more willing to journey with. There is a responsibility of bringing out the best in others once we've done the hard work of connecting. It opens the door to adding value through words of encouragement, acts of kindness and gifts of generosity at whatever level available to us to resource them towards the best version of themselves they can be. So, in order to connect with others, you must want more for them than you do for yourself. One last thought that will help us in valuing others is to keep making yourself more valuable so that you have more value to give. When you daily make yourself better, what you give others will always be better than yesterday's best.

I – Initiate to Invest in others: Connection with others requires close proximity. Whether it's connecting with the people you want to be more like or being around those you want to help you will have to get close. In order to

get close, you must initiate being invested in or to invest in others. Chances of those needing your help coming to you are very slim. People are more receptive to you when you go to them first. You must seek them out to help them out! Someone has to make the first move, ask a question, tell a joke or simply start the conversation. Nine times out of ten, that person is you. Initiate the investment you desire to have with others and watch the interest multiply. Now, here's a very important note on initiating an investment in others – you won't connect well with everybody, but everybody will recognize your efforts to initiate connection.

P – Perspective Matters: After you have made the initial connection with someone, know that perspective matters. So often we want to tell others what WE SEE from where we stand before we first SEE things from where they live. Once we've seen clearly where others are, we can provide proper insights when asked. People don't care how much you know until they know how much you care. So, in connecting with others, see things from their perspective to know how to help them where they are from where you are. Another way to say it is – when you've done the hard work of seeing, hearing and experiencing life from another person's perspective, you can then help them search, find and implement a solution for where they want to go. Being consistent in connecting from their perspective will help you help them make great progress.

We were made for community, which means we must do the hard work of initiating the investments we want to make in others and the investments we want others to make in us.

- » Let's go back to the beginning and revisit the advice that John Maxwell's father gave him. These questions can help us know if we are connecting well with others.
- » Do I intentionally value people every day?
- » Do I let people know I believe in them every day?
- » Do I consistently and unconditionally love them every day?

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO

Invests in others

(School mascot) Team,

The HERO Builder used the letters V.I.P. in session 8 to talk about the importance of connecting with others. I wanted to give you the main points of our session together.

If we are going to identify with people and improve our influence with them, we must:

- **V Value Others:** For fifty years, John Maxwell has lived by the advice his father gave him. His advice was to every day "intentionally value people, believe in people, and unconditionally love them". Valuing others is never about showing others how great you think you are. It's always about showing others how great you think they are.
- I Initiate to Invest in Others: Connection requires close proximity. In short, you must seek them out to help them out!
- P Perspective Matters: When you have done the hard work of seeing, hearing and experiencing life from another person's perspective, you can then help them search, find and implement a solution for where they want to go.

We were made for community, which means we must do the hard work of initiating the investments we want to make in others and the investments we want others to make in us.

HERO ACTION STEPS:

- Intentionally value people every day!
- Let people know you believe in them every day!
- Consistently and unconditionally love people every day!

Thank you for being a part of this team of HERO Builders and for making a BIG difference in the lives of (school mascot).

Building HEROES,

SESSION 9 Teacher & Parent Training

A HERO RELEASES THE **POWER IN OTHERS**

HERO THOUGHTS Who has empowered you in your life? How did they empower you? When did they empower you? Why did they empower you? As a result, whom have you empowered?



EMPOWERING MEANS ENTRUSTING THE POWER TO OTHERS.

John C. Maxwell

VISUAL/OBJECT

Sports drink (small bottles)

"You've Got it in You" -Releasing the power in others.

PERSONAL APPLICATION

To empower is to turn the **Power On** in others. You have empowered others, I know it! Here's how I know:

- To empower involves teaching a child how to walk. To be empowered is allowing them to let go of your fingers.
- To empower involves a mess in making the cookies with grandma. To be empowered is grandma leaving you alone in the kitchen.
- To empower involves teaching your teenager how to drive. To be empowered is tossing them the keys.
- To empower involves showing others how to lead well. To be empowered is letting them lead others.

When you empower others, they can go further with a confidence gained by your influence, your direction and the countless hours you gladly poured into them. It means helping others have a belief in themselves that is stronger than your belief in them.

Think about it - I don't accomplish greatness because only you believed I could. I've accomplished greatness because you helped me believe that I could. That's empowerment!

"Empowering means entrusting power to others"

Empowering others isn't pawning off on others what you don't want to do. Rather, it's delegating to others what they have the potential of taking on and excelling at, leaving you the freedom to do that which only you can do. It's a win/win! When you create an environment of empowerment, leadership happens!

Not in an effort to be religious or spiritual, Jesus gives us a great and simple model to follow in equipping and empowering others. Watch how He did it:

- He did it, they watched.
- He did it, they helped.
- They did it, He helped.
- They did it, He did something else only He could do.

Weaved into this model are encouragement, equipping and empowering others to greatness. There is responsibility, accountability and authority given to the disciples/students. It's important to point out that after Jesus masterfully walked through these steps He didn't say, "See you later, good luck boys!" No, He commissioned them to "GO" (Authority) and make more disciples (responsibility) and reminded them that He would be with them until the end of time (accountability). There are other great models of empowering others that are worth looking into, just keep in mind that the KEY is turning the power on in others.

"Empowering means entrusting power to others". Empowering isn't overpowering. It's seeing someone's potential and helping them become better than they

ever thought possible!

Empowering others can be messy. For example, have you ever made a cake or a batch of cookies with someone who has never done it? You have to walk them through the ingredients, what goes in first, how to mix it up and prepare the pan before putting the cake or cookies in the oven. In the midst of all this, there are eggs whipping, flour flying, salt shaking and frosting flung all over the kitchen. Once the timer goes off on the oven, the tasty product is revealed. Both are proud of what has been created and the mess that has to be cleaned up is no longer that big of a deal. If you're a leader who empowers, the mess is worth making.

If I (Boyd Hamlin) had to describe empowering others from my own experience, I would have to go back to the beginning of my student ministry experience. My professor gave the best advice when he said, "work yourself out of a job". Do you know what I have discovered through the years? When you lead from the mindset of empowering others, you will never be without a job. On the other hand, if you don't empower others, your job and your influence will be short lived.

I believe that the responsibility of an empowering leader is to see the potential in others and help them live into it.

"Remember that all people have the potential to succeed. Your job is to see the potential, find out what they lack to develop it, and equip them with what they need" 6

- » See their potential
- Find out what they lack to develop it
- » Equip them with what they need

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO

Releases the power in others

Empowering others can be messy, but the mess is worth making!

(School mascot) Team,

"Empowering means entrusting power to others". Isn't that a great thought? When you empower others, they can go further with a confidence gained by your influence, your direction and the countless hours you gladly poured into them. It means helping others have a belief in themselves that is stronger than your belief in them. Think about it - I don't accomplish greatness because you believed I could. I have accomplished greatness because you helped me believe I could. That's empowerment!

That is what you are doing in building heroes at (name of school)! I believe that the responsibility of an empowering leader is to see the potential in others and help them live into it.

HERO ACTION STEPS:

- See their potential
- Find out what they lack and develop it.
- Equip them with what they need to succeed.

Thank you for being a part of this team of HERO Builders and for making a BIG difference in the lives of (school mascot).

Building HEROES,

NOTES			

SESSION 10 Teacher & Parent Training

A HERO CREATES **MORE HEROES**

HERO THOUGHTS When you work hard to be somebody's HERO today, you bring out the HERO in them for somebody tomorrow! If you were surrounded by those you've directly had an influence on, what does that picture look like? Do you celebrate what you see or panic and wonder what went wrong?



THE TRUE MEASURE OF A PERSON ISN'T FOUND IN WHAT HE/SHE HAS BECOME ON THEIR OWN. RATHER IT IS FOUND IN WHO WAS ALLOWED TO INFLUENCE. SHAPE AND MOLD THEM INTO THE PERSON THEY HAVE BECOME.

John C. Maxwell

VISUAL/OBJECT

Follow the Leader Game People do what people see

PERSONAL APPLICATION

We reproduce who we are. Those we influence become what we've displayed to them through our example. So, what does that look like? How could you have made the outcome even better? Our successes in life are found in our daily agenda. Those we influence remind us how we live and what we truly value. If you want to know how you're influence is going, just take a look at those you influence.

Let's take the position of TEAM (Together Everyone Achieves More) for this lesson on reproducing influencers. To be honest, how we influence others is a direct result of those who have influenced us. So, if we want to better our influence on others we need to ask a question - who is on my team of influencers that will help me in influencing those closest to me in the best possible way? The answer is important because those we influence will look for similar influences to continue their own growth as they establish influence on those around them.

In knowing that we influence others how we were influenced, I (Boyd Hamlin) recently asked my dad who were his best influencers. Out of those influencers, who did you select to be on your team of influencers for my brother and me?

Keep in mind that we can't give what we don't have, but we can give all we do have and recruit from a hand-selected team of influencers who have fine-tuned an area of life we would like reproduced in our sphere of influence. It is true that we reproduce

who we are and what we are exposed to.

Before I tell you my dad's team of influencers, how would you select a well-balanced team of influencers to

AN INFLUENCER MEANS

- » Modeling integrity with everyone you come into contact with.
- » Nurturing the people in your life to make them feel valued.
- » Showing faith in others so that they believe in themselves.
- » Listening to them so that you can build your relationship with them.

- » Understanding them so that you can help them achieve their dreams.
- Enlarging them in order to increase their potential.
- » Navigating them through life's difficulties until they can do it themselves.
- » Connecting with them so that you can move them to a higher level.
- » Empowering them to become the person they were created to be.

Reproducing other leaders so that your influence continues to grow through others.

MY DAD'S TEAM OF INFLUENCERS:

Grandma

INFLUENCER

Consistent/constant in spiritual molding of my dad. She encompassed the heart of an influencer.

Al (Dad's dad)

INTEGRITY

Modeled a strong work ethic.

Don (Dad's father-in-law)

INTEGRITY | NURTURE | LISTEN | UNDERSTAND | CONNECT

Built strong relationships (people skill) and set an example of what being a good man and grandpa looked like. He prioritized his family.

Mr. Shanks

NAVIGATOR | INTEGRITY

In his youth, dad worked at a Phillips 66 full-service station. Mr. Shanks introduced dad to the business world where he would build his career after service in the Army. At my Grandma Hamlin's funeral service, Mr. Shanks told my dad, "I'd be proud to call you my son". Mr. Shanks is in his

late 80's and still working and setting an example for others.

Uncle Paul (Don Bryant's brother)

INTEGRITY | NURTURE | FAITH | UNDERSTANDING | CONNECT

NAVIGATE | EMPOWER

Authentic spiritual leader that can be best described as 'the calm in life's storms'.

Mr. Hershey

INTEGRITY | LISTEN | UNDERSTAND

A true example of patience and its benefits.

Mr. Ruark

INFLUENCER

Dad's spiritual mentor who lived the words he spoke.

Mr. Loffer

INTEGRITY | NURTURE | CONNECT | NAVIGATE | EMPOWER | REPRODUCER

Dad's Go-To-Guy and an extra set of eyes for us boys.

Mr. Bryant

INFLUENCER

A servant-leader who was always available, authentic and a partner of accountability.

Mary State of the state of the

Coach Duke

INFLUENCER

Coach Duke was an example of what the character of a man looked like on and off the court.

Notice how many ways this team of influencers set an example. If you knew my dad, you would be able to see all of these influencers wrapped up in his life. Do you know what's awesome about this list? My brother and I were exposed to their influences in person as well as through my dad's influence.

(Facilitator – Give examples of your greatest influencers in place of the above story)

Be a HERO Builder and create your team of influencers that you want to help you influence those in your sphere of influence. WHO ARE YOUR INFLUENCERS? WHO IS SHAPING YOU? WHO IS MOLDING YOU? The answers are important to those you will influence.



- » Be a HERO Builder today and ENCOURAGE, EQUIP AND EMPOWER them to be somebody's HERO tomorrow.
- » It starts with YOU!

FOLLOW-UP EMAIL OR VIDEO SCRIPT:



A HERO

Creates more heroes

(School mascot) Team,

You have been a hero to our students at (name of school). Thank you!

You have worked hard at bringing out the hero in our students. Thank you!

You have made ready our students to be somebody's hero for tomorrow. Thank you!

I want to encourage you to continue the process of building heroes. To do that, I want to challenge you to create a team of influencers that you want to help you influence those in your sphere of influence by asking yourself these questions:

Who are your influencers? Heroes?

Who is shaping you?

Who are you shaping?

The answers are important to those you will influence.

HERO ACTION LIFE:

Be a HERO Builder today and ENCOURAGE, EQUIP AND EMPOWER others to be somebody's HERO tomorrow. It starts with YOU!

Thank you for being a part of this team of HERO Builders and for making a BIG difference in the lives of (school mascot).

Building HEROES,

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