# Moral character and performance character

- Dr Mario Denton at www.characterfirst.co.za
- Acknowledgements
- This session is based on the material from Dr Jeanette de Klerk the Founder of Character Works and who have trained me also as a Character Works facilitator.
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My challenge: make your life a masterpiece I challenge you to join the ranks of those people who live what they teach, who walk their talk

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# STRONGMESSAGE

OUR PASSION IS PEOPLE AND THEIR ENERGY POTENTIAL









# Martin Luther King, 4 April 1968

I have a dream that one day my children will not be judged by the colour of their skin, but by the content of their character.

# Trees without roots

 To claim that we can have responsible citizenship and a civil society without first building good character is like believing that we can have trees without roots or flowers without petals. Heenan

# Reflection: The reality

- Think about your team and what it looks like.
- Write down one positive aspect of your team as well as one negative one – something that you would like to change.

# Reflection: The ideal

- Name your most important wish for your team. Where would you like your team to be? What would you like the team to look like?
- Share your thoughts with your group.

## What is character?

- Character: the stable and distinctive qualities built into an individual's life which determine his or her responses regardless of circumstances
- Character as a "distinguishing mark

# Moral character and performance character

Organisations face two challenges: How can we get employees to do their best work? How can we get employees to treat one another with respect and care?

# Moral character and

# performance character

#### Develop the 49 Character

Like the brilliance of a district amend bits will be enhanced as base of way therease As long published seem, you can been

#### 1. Emphasias

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- . Turnspuls in helding

#### 2. Require.

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- · Cornet bull distrator

#### 3. Recognize

- · Look for good to others
- · Use distribute to pro-

#### Honor in Diversel?

Sequeling others because of the highest publishings

#### Hospitality of Londons

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#### Humilty or Aragence

Acknowledging that achievement smalls from the introduced of others is my life

#### Inhighter or Margon

Recognising and duing what sends to be done before later mitted to all of

#### Joyfulness in Solfin

Meaning a good attract, men when fixed with unphysical conditions.

#### Justice in Computer

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#### Layaby vs. Unlainfairess

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#### Merckness to Arper

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#### Obedience of Williams

Quickly and cheerfully surrying our the diseases of Online who are responsible for my

#### Orderliness vs. Continue

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#### Petience or Endourers

Acopting a difficult whereowithour giving a deadline to testuce if

#### Personalinaness in Contentiousess

Cutting the traffs around arother's moral

#### Punctuality or Indone

Showing enterer for others by during the right thing at the tight time.

#### Resourcedulesess or Woodshiress

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#### Responsibility in Unrightly

Knowing and derive what is expected of the

#### Security in Arriva

Premaring my life around that which cannot be destroyed or taken every

#### Self-Control is Self-bullyance.

School of such grown has second grown property

#### Sensitivity in Coloures

Personing the true estimates and emotions of flow stand no

#### Sincerity vs. Hypocrisy

Experience by the what is right with recompanied

#### Thorsophness or hamplestone

Execute what factors will destroy for effectioness of my work or words of neglected

#### Definess vs. Europoporie

Allowing separate and others to spend only what Property.

#### Toloronce in Freinbler

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#### Snuthfulness in Deception

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# Performance character

 Is needed for excellence in various situations in the in the workplace.

# Performance character

It is based on doing characters such as perseverance, diligence, punctuality, adaptability, dependability, creativity, diligence, determination, enthusiasm, endurance, initiative, perseverance, resilience.

# Moral character

 Is needed for responsible ethical behaviour and positive relationships.

# Moral character

It includes characters such as caring, justice, respect, honesty, compassion, empathy, forgiveness, friendliness, generosity, faith, kindness, love, loyalty, patience, sensitivity, self-control, truthfulness and trustworthiness.

### Developing performance character

- Promote achievement for all employees
- Foster an ethics of excellence
- Produce a competitive workforce
- Improve work ethics

# Developing moral character

- Create a safe and caring learning environment
- Reduce discipline problems
- Reduce cheating, bullying and terrorism in the workplace
- Foster social and emotional skills
- Develop ethical thinkers

# Group discussion

- What are the performance character based challenges faced by your team?
- What are the character traits needed to address these challenges successfully?

# Group discussion

- What are the moral character based challenges faced by your team?
- What are the character traits needed for these moral challenges?

### An anonymous sage once wrote

- Be careful of your thoughts, for your thoughts become your words.
- Be careful of your words, for your words become your deeds.
- Be careful of your deeds, for your deeds become your habits.
- Be careful of your habits, for your habits become your character.
- Be careful of your character, for your character becomes your destiny!

### What character education is not

- Character education is not something set apart from the training and development
- Character education is not moralising or sermonising or indoctrinating learners

### What character education is not

- Character education is not empty gimmicks such as posters on the walls and slogans without real content
- Character education is not a miracle cure to get difficult employees to improve their behaviour.

### What character education is not

- Character education is not only focused on short term benefits for the team, but also on long term benefits for the country
- Character education is not a quick fix, one size fits all

### Benefits of character education

- The culture and organisational climate improves
- Leaders of character are developed on each level
- It helps learners to make kind and wise decisions
- Results improve

### Benefits of character education

- Relationships improve
- It is sustainable. It is not a programme but a process.
- Diversity can be managed more successfully

# Mind shift one

- From: "Character education is an extra luxury", to: "It is a nonnegotiable necessity."
- Character education is not something extra on the plate, it is the plate.

# Mind shift two

From: "Character education is the HR's job" to: "It is the responsibility of all the leaders in the workplace."

# Mind shift three

From: "Character education is the HR's job" to: "It is a responsibility shared by whole organisation."

# Mind shift four

From: "Character education takes place at a certain place and time, e.g. Monday morning," to: "It is everywhere and always a priority." It is a framework or way of doing things in the team. It focuses more on the how than on the what

# Mind shift five

 From: "One person cannot make a difference" to: "Every person is an important role model and mentor."

# Mind shift six

From: "There is one recipe for character education which can be applied to every organisation" to: "Certain principles can be applied with sensitivity in different contexts."

## Mind shift seven

From: "Character education is a quick fix, a few events through the year which will make a big difference" to: "It is a slow process." It is a process, not a product.

# Mind shift eight

From: "Character is a fuzzy concept" to: "The outcomes of a successful character education programme are measurable."

# Mind shift nine

From: "Employees are passive receivers of character education" to: "Learners are active participants in character education." Character education occurs with and not only for employees.

# Mind shift ten

From: "Character education is primarily about rules and punishment if rules are broken" to: "Character education is primarily about positive, supportive and caring relationships

## Mind shift eleven

 From: "Character education demands a critical, analytical and therefore cognitive approach" to: "It demands a creative, whole brain approach." Visible Fruit:

On time

Share belongings

**Good manners** 

Plan ahead

Positive attitude

Complete work

Follow directions

Clean/neat

Good Character:

**Generosity** 

**Punctuality** 

Discretion

**Thoroughness** 

**Enthusiasm** 

**Diligence** 

<u>Obedience</u>

<u>Orderliness</u>

# Are you ready?

For the next step towards a successful DESTINY education initiative in your workplace?

