Moral character and performance character

- **Dr Mario Denton at www.characterfirst.co.za**

- **Acknowledgements**

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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

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 non-negotiable 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**
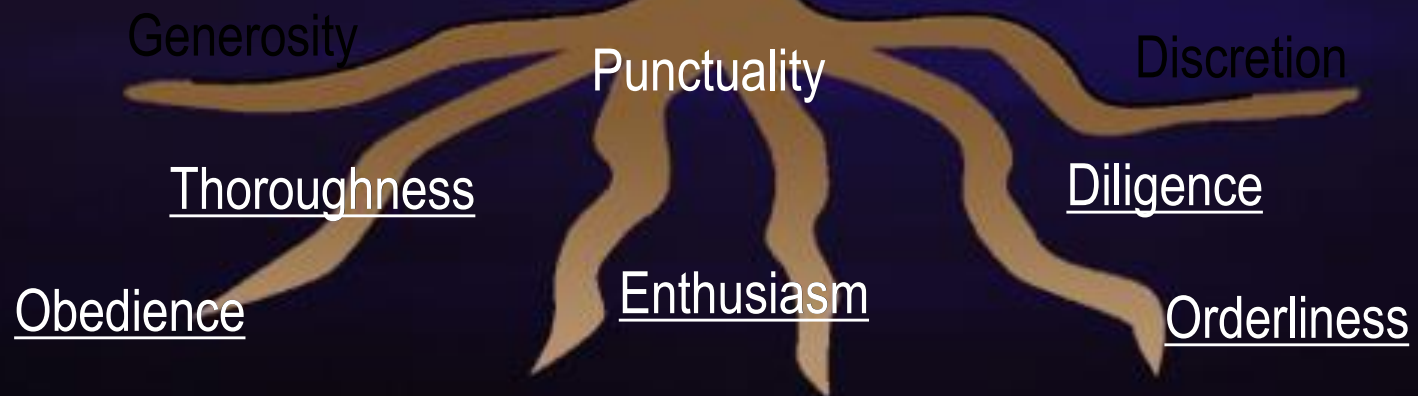
Mind shift eleven

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

Are you ready?

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