



**welcome**

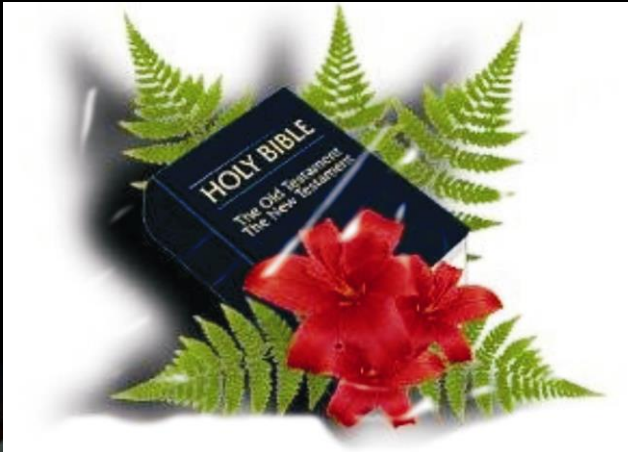
# CHARACTER

**Mario Denton (MBA, MeCon, PhD)**

# PASSAGE TO MEMORIZE

**Galatians 5-22-23 2:**

**But the fruit of the spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self – control. Against such things there is now law**



# OUR CHARACTER



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# **LEADERS CULTIVATE CHARACTER BY....**

- **Acquiring wisdom and understanding.**
- **Searching for the wisdom that is buried within God's word.**
- **Ultimately God can open our eyes to see spiritual truth and then enable us to apply that truth to our lives. Ephesians 1:18**



# **LEADERS DEMONSTRATE COURAGEOUS LEADERSHIP BY MAKING THEIR ...**

- **Mission deliberate**
- **Message decisive**
- **Motive direct**
- **Principles deep**
- **Mind discerning**
- **Methods daring**



# **GOD NEVER STOP ASSISTING HIS CHILDREN IN THE CHARACTER BUILDING PROCESS**

- **Matthew 7: 24-27 Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on a rock.**
- **If a person has impressive skills but a defective character, should we promote or follow that person.**



# **BUILDING CHARACTER TAKES TIMES**

- **It requires a teachable mindset**
- **Character isn't shaped by the intellectual comprehension of truth. It's shaped by Biblical truth that penetrates to the dept of the human heart.**
- **Read Deuteronomy: 5 :32-33**

# WHO ARE THE PEOPLE THAT YOU ADMIRE?

- Exodus 43: 6-7
- The Lord, the Lord, the compassionate and gracious God, slow to anger, abounding in love and faithfulness, maintaining love to thousands, and forgiving wickedness, rebellion and sin.



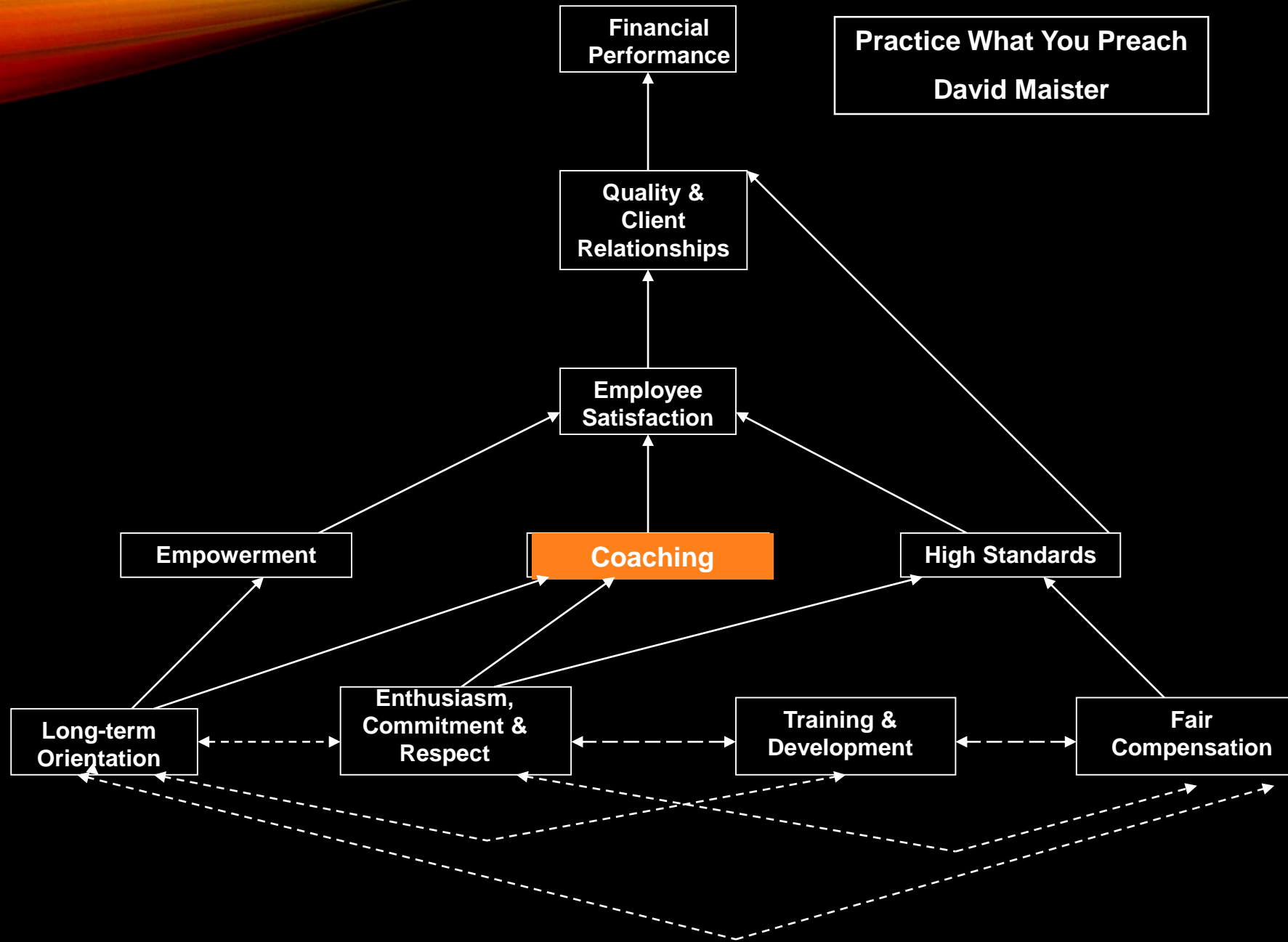
# WHAT ARE YOU REALLY WHEN NO ONE IS LOOKING?

- People are not impressed by facades or manipulation, but by authenticity and by those who are genuinely other-centered.
- Character is not a matter of outward technique but of inner reality.



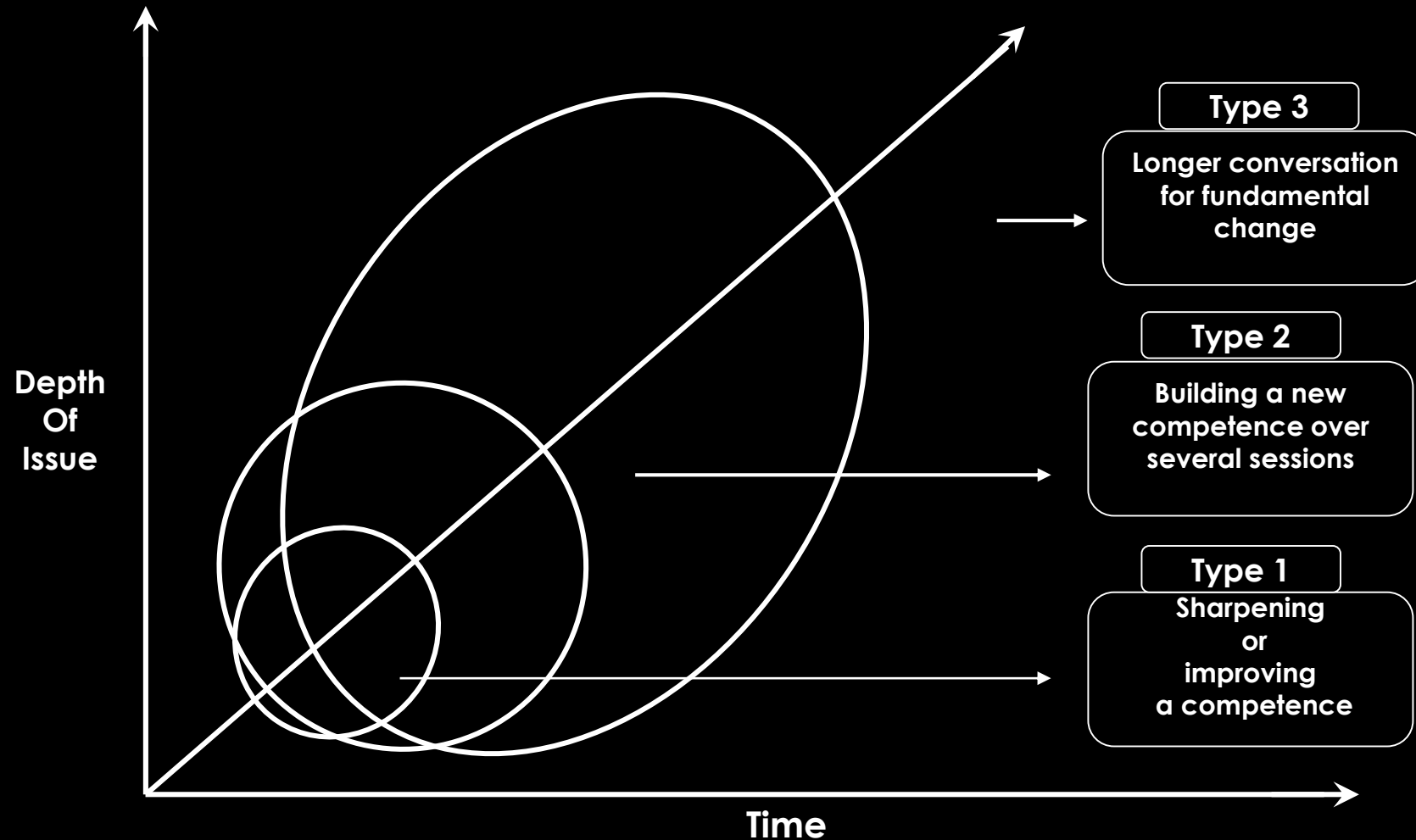
# TRUE SPIRITUAL AND CHARACTER TRANSFORMATION

- Takes place from the inside out, not from the outside in.
- The attributes of faith, goodness, knowledge, self-control, perseverance, godliness, brotherly kindness and love flow from the life of Christ that has been implanted within us. 2 Peter 1: 5-8
- Ask the Lord to make them increasingly real in your life



**Practice What You Preach**  
**David Maister**

# COACHING CONVERSATIONS - TYPES

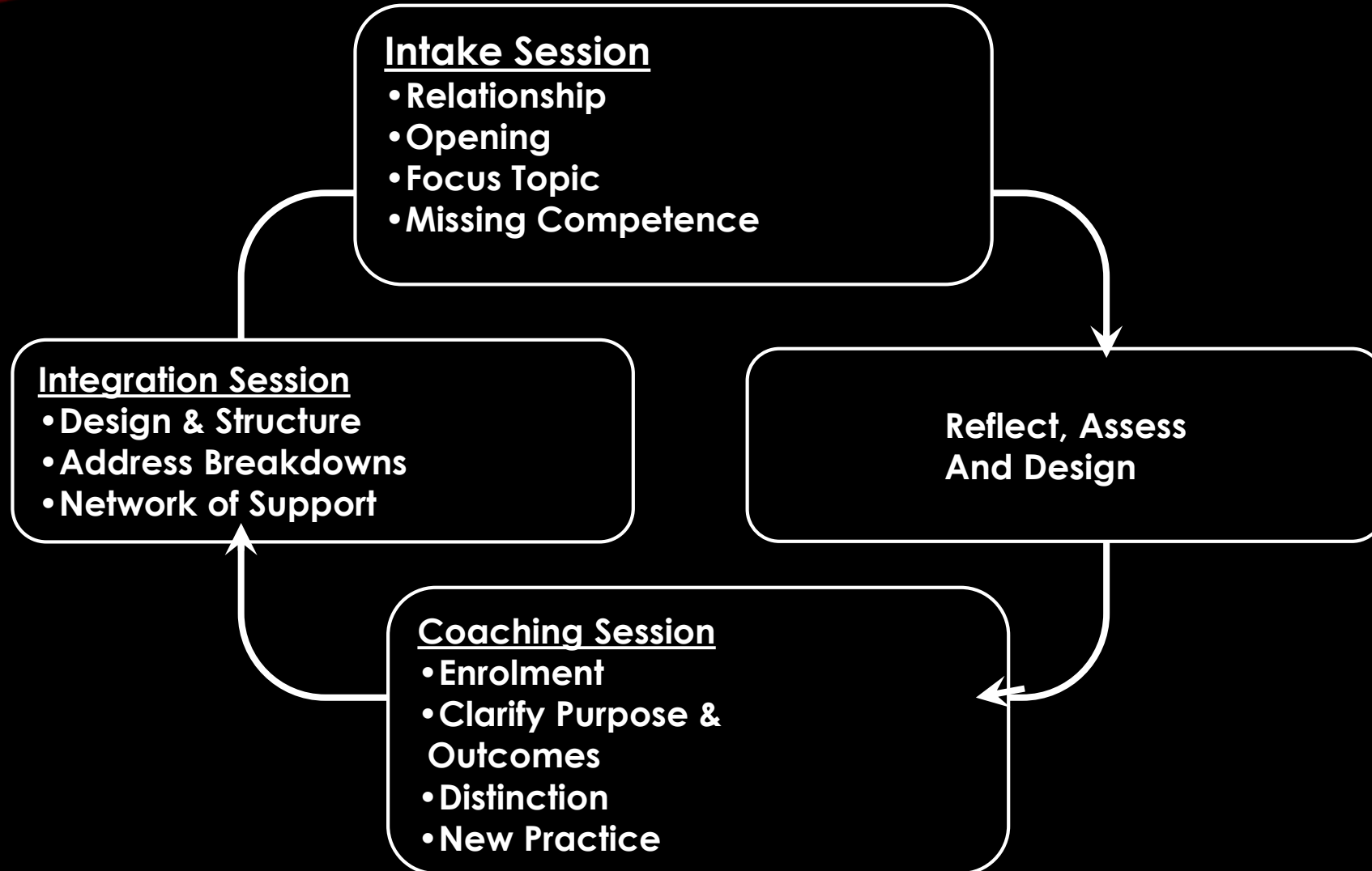


## COACHING CONVERSATIONS TYPE 1,2 AND 3

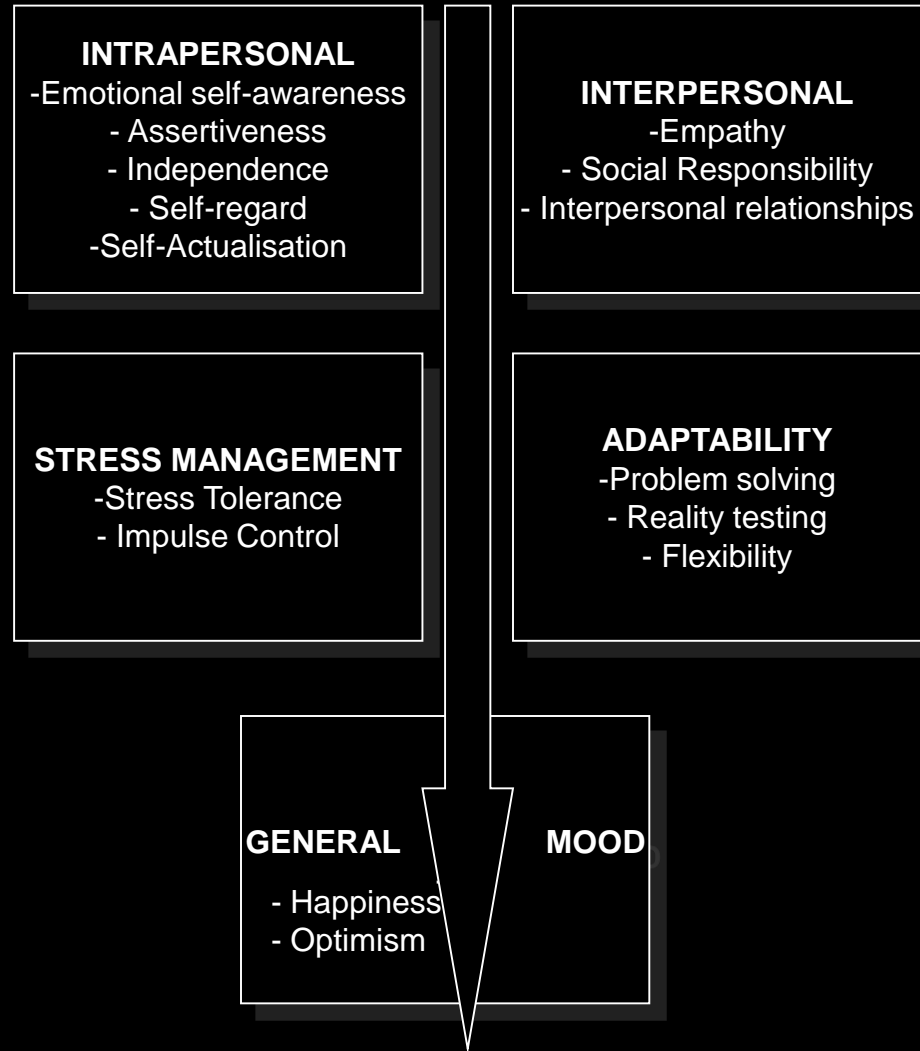
<b>Type 1 Resolving Problems</b>	<b>Type 2 Building a competence</b>	<b>Type 3 Fundamental change</b>
<ul style="list-style-type: none"><li>• <b>Problems</b></li><li>• <b>Walk-ins</b></li><li>• <b>Broken promises</b></li><li>• <b>Aimless complaints</b></li><li>• <b>How to do?</b></li><li>• <b>Standards for perfection</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Performance reviews</b></li><li>• <b>Skill improvement</b></li><li>• <b>Someone not open to feedback / change</b></li><li>• <b>Disorganized</b></li><li>• <b>Over-commitment</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Requested help</b></li><li>• <b>Up or Out</b></li><li>• <b>“Fast track”</b></li><li>• <b>Life purpose</b></li><li>• <b>Primary relationship</b></li><li>• <b>New Role</b></li></ul>



# COACHING PROGRAM OVERVIEW



# A MODEL OF EMOTIONAL INTELLIGENCE (DR. REUVEN BAR-ON' S EQI)



*Effective Performance*

# EMOTIONAL INTELLIGENCE EXERCISES



## **Exercise 1: Assess how you view yourself.**

**If you think “I am OK” your behaviours say...**

- I am comfortable with compliments**
- I can challenge other peoples' ideas**
- I can give my opinions openly**
- I can accept constructive criticism**
- I am generally relaxed**
- I am proud of who I am**

**If you think “I am not OK” your behaviours say...**

- I provoke negative reactions**
- I play the “victim”**
- I always apologise and ask permission**
- I comply**
- I get embarrassed easily**
- I get defensive**

**Tick the statements that are relevant to how you behave. Count them up. Write down how you view yourself**

## Exercise 2

Maybe you are not aware of what your current strengths and limiting beliefs are. Let's do an audit

My qualities and characteristics, talents and skills that I regard as valuable are...

I limit myself in the following ways:

Self-Put Downs...

What others have said that I cannot let go of...

Things I cannot forgive myself for...



## **Exercise : 3 What are your emotional triggers and how do you react to them?**

**From the list below write down three positive and three negative feelings you have felt in the last 2 weeks**

- what events triggered these feelings?**
- how did you react?**
- how did others react to you?**

Anger	Aggression	Annoyance
Anguish	Anxiety	Boredom
Depression	Disgust	Dread
Embarrassed	Envy	Fear
Frustration	Guilt	Hate
Hurt	Jealousy	Loneliness
Rejection	Resentment	Sadness
Shame	Stress	Worry
Calm	Courage	Enjoyment
Enthusiasm	Excitement	Happiness
Hope	Joy	Love
Passion	Relief	

## Exercise 4: What does your Personal Power look like?

Think about the past month...

For each item below indicate how well the statement describes your behaviour or intention

	Very Well	Moderately Well	A Little	Not at All	
I can make things happen	3	2	1	0	
Fate plays a strong role		0	1	2	3
I don't fight the hierarchy	0	1	2	3	
Circumstances are uncontrollable		0	1	2	3
I need recognition		0	1	2	3
I am easy to like	3	2	1	0	
I don't like compliments		0	1	2	3
I can get what I want	3	2	1	0	
I feel in control of life	3	2	1	0	
I am an unhappy person	0	1	2	3	
I feel out of control	0	1	2	3	
I like taking charge	3	2	1	0	
I know what I want	3	2	1	0	

TOTAL                      \_\_\_\_ + \_\_\_\_ + \_\_\_\_ = \_\_\_\_

Final score \_\_\_\_\_

Compare your personal power score against the EQ Map norms:

<b>OPTIMAL</b>	<b>Score of 34-39</b>
<b>PROFICIENT</b>	<b>Score of 29-33</b>
<b>VULNERABLE</b>	<b>Score of 24-28</b>
<b>CAUTION</b>	Score of 0-23

**My rating is:**

**The area/s I can improve on is/are:**

## Exercise 5

### How do you make choices?

Think back over the last month.

List three choices that you made.

List the alternatives you might have chosen.

Write down the reason for your choice.

- Was it habit/ pressure /you felt you HAD to do it?
- Was it that you really wanted to make that choice?

What were the consequences of your decision and the impact on our/others/your health/your performance?

Choice 1

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Choice 2

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## **Exercise 6: What is important to you?**

**From the list below mark the five values which are most important to you...**

<b>Achievement</b>	<b>Autonomy</b>
<b>Ambition</b>	<b>Adventure</b>
<b>Change and variety</b>	<b>Challenge</b>
<b>Competitiveness</b>	<b>Creativity</b>
<b>Democracy</b>	<b>Ethical practice</b>
<b>Excellence</b>	<b>Environmental conservation</b>
<b>Family</b>	<b>Freedom</b>
<b>Friendship</b>	<b>Health</b>
<b>Honesty</b>	<b>Independence</b>
<b>Inner harmony</b>	<b>Integrity</b>
<b>Intelligence</b>	<b>Knowledge</b>
<b>Loyalty</b>	<b>Love</b>
<b>Meaningful work</b>	<b>Personal growth</b>
<b>Physical challenge</b>	<b>Power</b>
<b>Privacy</b>	<b>Recognition</b>
<b>Religion</b>	<b>Reputation</b>
<b>Service to others</b>	<b>Security</b>
<b>Status</b>	<b>Wealth</b>
<b>Wisdom</b>	

**My top 5 values are:**



# Exercise 7

## Reflection points to use when writing a mission

1. How would you like to be remembered?
2. What are your future desires?
3. If you did not have to work for a living, you would...
4. You are happiest when....

## **Exercise 8**

### **Expand your empathy**

- 1. In the past week, what has stirred your soul?**
- 2. If nothing, what would stir your soul?**
- 3. Who do you need to be more empathetic towards?**
- 4. Do you try to listen to other people's point of view?**

## Exercise 9

Who are the significant others in your life how do they experience you/would they describe you? What does your Emotional Bank Account look like with each of them?

Home (Partner, children, parents, siblings)

Work (Manager, Peers, Subordinates, Suppliers, Customers)

Social (Friends, clubs, church, sport)

## Exercise 10: Build a trust radius

**Write the names of the people in your personal, work and social life in the three circles in terms of the level you trust them and decide what you are going to do to increase the middle circle**





## **Exercise 11:**

**What do you currently contribute to your community?**

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**If you do not contribute anything, what do you see yourself contributing in future?**

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**Feed back to the bigger group what difference you or your company can make**



## **Exercise 12: Flexibility**

**Let's look at possible changes in your life and how you would handle them**

- 1. What if ... you won the lottery tomorrow?**
- 2. ... you had to leave the country immediately and live somewhere else?**
- 3. ... you are retrenched/lose you business at the end of this month?**

### Exercise 13: What do your stress levels look like? (from the EQ Map)

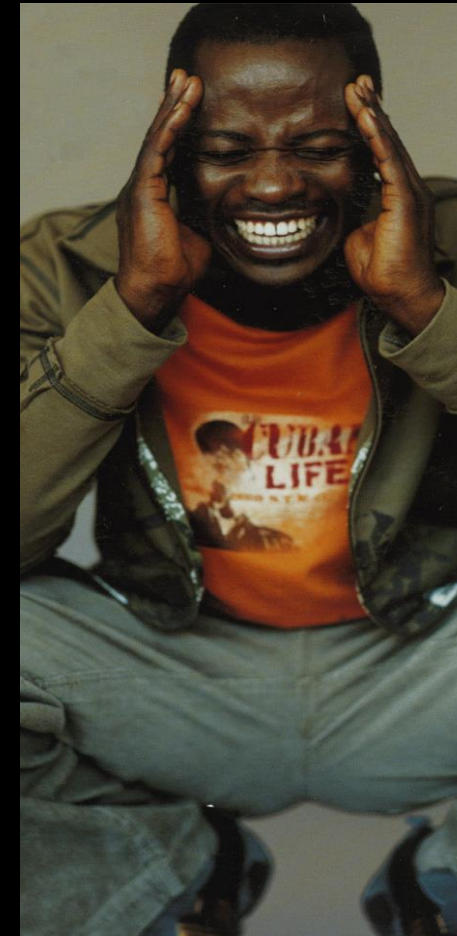
Think about the last year...

For each of the following work and personal events listed below, indicate how much each has been a source of distress to you:

#### LIFE EVENTS

	Great	Moderate	Little	None	
Fired, retrenched, retired	3	2	1	0	
New job or employer		3	2	1	0
New type of work		3	2	1	0
Re-organisation your company		3	2	1	0
Other work changes		3	2	1	0
Financial loss		3	2	1	0
Death of someone close		3	2	1	0
Move/relocation		3	2	1	0
Separation/divorce		3	2	1	0
Your marriage		3	2	1	0
Bought/built a new home		3	2	1	0
Crime Victim		3	2	1	0
New baby or stepchildren		3	2	1	0
Legal issue		3	2	1	0
Personal injury/illness		3	2	1	0
Injury/illness of someone close		3	2	1	0
Care taking of someone		3	2	1	0
Some other personal change		3	2	1	0
TOTAL		+	+	=	

Final score \_\_\_\_\_



Compare your life event stress against the EQ Map norms:

OPTIMAL	Score of 0-2
PROFICIENT	Score of 3-7
VULNERABLE	Score of 8-15
CAUTION	Score of 16-54

My rating is:

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The area/s I can improve on is/are:

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## **Happiness**

**The ability to feel satisfied with one's life, to enjoy oneself and others and to have fun**

**It is closely linked with what is happening in one's life at a certain time**

**Let us look at an example of someone going through a divorce**

**You actively deal with your fears, seldom get down and feel as if you have control over your own life. The world is an interesting place that you share with people you care deeply about and that care deeply about you**

**It is very much about an internal locus of control and about not taking life so seriously**

**A sense of fun imbues tough work experiences with a charge of healthy energy**



## **Exercise 15: Visualisation exercise**

**Sit comfortably, close your eyes and visualise your life with you mission statement achieved. Feel what it feels like.**

**Do this often to remind yourself of what awaits you**

# **PHILIPPIANS 4: 8-9 .. WHATEVER IS TRUE....**

- **The leaders most people want to follow are driven by fundamental undeniable principles that are deeply ingrained in the leaders make-up**
- **As a leader pray that God will help you to develop the strength of character that I reflected in Philippians 4: 8-9**



# IN MOMENTS LIKE THESE

IN MOMENTS LIKE THESE  
I SING OUT A SONG  
I SING OUT A LOVE SONG TO JESUS  
IN MOMENTS LIKE THESE  
I SING OUT A SONG  
I SING OUT A LOVE SONG TO HIM  
SINGING I LOVE YOU LORD (3X)  
I LOVE YOU

IN MOMENTS LIKE THESE  
I LIFT UP MY HANDS  
I LIFT UP MY HANDS UNTO JESUS  
IN MOMENTS LIKE THESE  
I LIFT UP MY HANDS  
I LIFT UP MY HANDS UNTO HIM  
SINGING I PRAISE YOU LORD (3X)  
I PRAISE YOU

# PRAYER FOCUS

- **Father, In the name of Jesus, I surrender myself to walk in the Word. Your word living in me produces the Life in this world.**
- **The word is a lamp to my feet and a light to my path. It makes my way plain before me.**
- **I boldly and confidently say that my heart is fixed and established on the solid foundation – the Living Word of God! Amen**

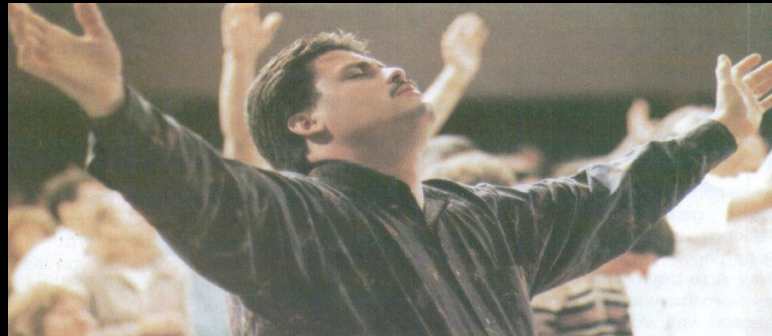


# **LEARNING, APPLICATION AND COMMITMENT: JAMES 1: 22-25**

- **“Do not merely listen to the word, and so deceive yourselves.**
- **Do what it says.**
- **Anyone who listens to the word but does not do what it says is like a man who looks at his face in the mirror and, after looking at himself, goes away and immediately forgets what he looks like.**
- **But the man who looks intently into the perfect law that gives freedom, and continues to do this, not forgetting what he has heard, but doing it - he will be blessed in what he does.” (NIV)**

# PASSAGE TO MEMORIZE

- **Proverbs 4: 25-27**
- **Let your eyes look straight ahead, fix your gaze directly before you.  
Make level paths for your feet and take only ways that are firm.**
- **Do not swerve to the right or the left; keep your foot from evil.**



# LEARNING, APPLICATION AND COMMITMENT

- One of the Biblical truths (principles) that I have learned from this lesson was ...
- I intend to apply this truth (principle) in my business/Ministry by: .....
- With the help of the Holy Spirit, I will begin applying this truth immediately. I ask and expect my group to hold me accountable for this and to check with me periodically to determine if I am doing so. Please ask me .....



**Jesus said: Take what I have given  
you and change the world!**





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