



PATHWAYS TO LEADERSHIP

Foundational Session III: Discovering Self Part I - *Values, Ethics, and Self-Care*



Laspa Center for Leadership
at Scripps College

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WELCOME & INTRODUCTIONS



COMMUNITY AGREEMENTS

- Model generosity
 - Participate, engage, and be present as much as you can
- Respect
 - Practice one mic
 - Own your story
 - intent /impact - calling out or in is a gift
 - Take responsibility for and repairing harm (restorative justice practice)
- Trust is a gift, respect and honor it
 - What's shared stays behind, what's learned may go with you
- Brave space approach
 - Controversy with civility
 - Judgement free listening



- Model generosity
 - Participate, engage, and be present as much as you can
 - Misery is optional
- Respect
 - Practice one mic
 - Own your story
 - Using I statements
 - intent /impact - calling out or in is a gift
 - Calling out is a gift -- someone might be cut off from access to understanding something because I used ableist language.
 - Take responsibility for and repairing harm (restorative justice practice)
 - In order to stay engaged in community we must be willing to admit our mistakes or areas of learning, and demonstrate grace while showing respect.
- Trust is a gift, respect and honor it
 - What's shared stays behind, what's learned may go with you
- Brave space approach

- Controversy with civility
- Judgement free listening
- Assuming the best intent



AGENDA

- Understanding and defining your core values as a leader
- Defining and exploring Ethics of Leadership
- Self-care Assessment plan as a leader



- Values-Based Theory
 - Building Leadership from the community up. Everyone has value
- Relational Leadership Model
 - Aspirational model -- it is a relational and ethical process of people together attempting to accomplish positive change
- Social Change Model
 - Concept and practice of leadership as an inclusive process by which change is effect for the betterment of others

VALUES & LEADERSHIP



What is a Value?

Values are those inner standards from which you receive the motivation to act as you do and by which you judge behavior (both yours and others).



Values signify what is important and worthwhile. They serve as the basis for moral codes and ethical reflection. Individuals have their own values based on many aspects including family, religion, peers, culture, race, social background, gender, etc. Values guide individuals, professions, communities, and institutions.



Basics of Values:

- Values are...
 - Chosen freely
 - Results from a choice made after thoughtful consideration of choice
 - Qualities you are willing to publicly stand by
 - Qualities you are willing to work towards
 - Qualities that show up in every aspect of your life
 - Qualities that show up in your actions!



1. A value must be chosen freely. If you don't cheat because someone tells you not to, or because you know you will get into trouble with some authority figure, you are not freely acting on your values of honesty and integrity.
2. A value is typically chosen from among alternatives. If you don't cheat because you are taking a test in an empty room without any resources, you cannot say you chose not to cheat. There must always be an alternative in choosing your value.
3. A value results from a choice made after thoughtful consideration of choices. If you don't cheat because it never occurred to you to do otherwise, there is no value at play. If you cheat thoughtlessly or carelessly, it does not reflect a value. Only when you carefully consider alternatives and consequences and then make a choice is value reflected in that decision.
4. When you value something, it has a positive quality for you. If your decision not to cheat is something you feel good about, then it is based

on a value. You like yourself for your honesty and integrity. You prize them and cherish these qualities in yourself.

5. You are willing to publicly stand by your values. Not only are you proud of your choice not to cheat, you will speak about your position and even try to convince others not to cheat. You declare in your actions and your words that you value honesty and integrity.
6. When you have a value, it shows up in every aspect of your life. You don't just talk about having honesty and integrity – you live it. You will spend time and energy on developing your honesty and integrity. You will associate with people who also value honesty and integrity. You will make sacrifices (money or otherwise) to live by your values.
7. Values show up again and again in your actions. Not cheating on one thing does not mean you hold a value. Only when you make the same kind of choices over and over again in similar circumstances is value at play. Because of your honesty and integrity, you don't cheat on anything. From small quizzes to big tests, from board games to big contests, your value is in effect in every circumstance.



Values

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Values guide individuals, professions, communities, and institutions



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What are your Values Activity

Take a few minutes to think about the meaning of the items listed on the sheet . CHECK **only 10** items that are important to you



Work and Values: What is important to me?

Take a few minutes to think about the meaning of the items listed below. Indicate with a check mark the items that are important to you.



What are your Values Activity

Now take a few minutes to CIRCLE **only 5** of the items that you originally checked



Work and Values: What is important to me?

Take a few minutes to think about the meaning of the items listed below. Indicate with a check mark the items that are important to you.



What are your Values Activity

Now take a few minutes to STAR **only 3** of the items that you originally circled



Work and Values: What is important to me?

Take a few minutes to think about the meaning of the items listed below. Indicate with a check mark the items that are important to you.



REFLECTION & SHARING

1. Where do your values come from? (Family, religion, friends, media, self, etc)
2. How do these values influence your role as a student at Scripps?
3. How do you believe your values influence or guide your leadership style?



Work and Values: What is important to me?

Take a few minutes to think about the meaning of the items listed below. Indicate with a check mark the items that are important to you.

ETHICS



Ethical leadership

The *Center for Ethical Leadership* believes that an ethical leader is a person who acts with integrity. We define ethical leadership as: knowing your core values and having the courage to act on them on behalf of the common good.



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Ethical Leadership Activity

Rank the ethical issues from least offensive (1) to most offensive (10) as if you were in a leadership position as an RA on the job



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Ethical Leadership Activity

Reflection & Discussion:

How do you ensure your values are aligned with your ethical actions as a leader?



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SELF-CARE ASSESSMENTS

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Short clip linked here!

QUESTIONS?

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