**HON 3397J:**

**Extraordinary Leadership:**

**Ownership and Influence**

**Session Two: Who You Are**

*“Success is achieved by developing our strengths,*

*not by eliminating our weaknesses”*

**Marilyn vos Savant**

**Abstract:**

In last week’s session, we worked on self-awareness – where you came from and how that affects the way you lead. In this session we’re going to keep the focus on you, your values, your strengths, and your motives. What qualities do you value in others? What makes you come alive? What are you pre-disposed to do? Ultimately, we will work on applying the skills of leadership to the task of managing ourselves.

**Objectives:**

*By the end of this session, students will be able to:*

* Come to a greater understanding of their core values
* Clearly define their particular personal strengths and weaknesses
* Identify and understand their personal motivations
* Articulate a first draft of their personal mission statement

**BEFORE PRE-READING:**

**The Good, Bad and Ugly**

**What are characteristics you respect and those that annoy you?**

Think about one or two people you respect very much. These people are the epitome of success and discipline and grace. Write down ten attributes or qualities these people have that make you admire them.

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2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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9. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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Now, think of an individual with ten qualities or attributes that really annoy you. What are behaviors that really get under your skin?

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4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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Now, go through and circle the top three from each list.

**Identifying Strengths & Weaknesses**

**Over the course of the week, identify moments or activities that made you feel strong and moments or activities that weakened you**

I felt strong when:

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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I felt weak when:

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**Strength Questions**

**Answer these questions now. We will discuss them in class.**

I am pre-disposed to do the following things:

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People often ask me to do:

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I am good at \_\_\_\_\_\_\_\_\_\_\_, but it drives me crazy

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Right now, the time I spend utilizing my top three strengths is \_\_\_%

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**Well…Who Are You?**

**Most folks don’t take the time to stop and reflect on who they are and what makes them come alive.**

What is one unique question you can answer based on your personal experience?

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What are your skills and talents? What do you do better than most other people?

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What do others always tell you that you’re great at? What are you known for? Also, what COULD you be great at if you spent focused time on it?

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What work challenges inspire you? What tasks make you “lose yourself” in your work?

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What did you want to be as a child?

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If you won the lottery, what would you do tomorrow?

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What’s your other thing? You probably have a main thing that you’re pretty good at – but what is your *other* thing?

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**Your Motivations**

**What are your motivations behind wanting to become a leader? Why do you care to become a leader? What are you looking for?**

We all have different motivations - this next exercise is not meant to identify “good” or “bad” motivations, but simply to bring consciousness to where you are. The most effective leaders are self-aware.

What makes you get up in the morning?

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What caused you to sign up for a class on Friday mornings for which you will receive no credit toward your college degree?

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What drives you throughout the day? Money? Fame? Recognition? Respect? Guilt? Pressure?

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**AFTER PRE-READING:**

**Identifying Your Values**

**Look back on your list of characteristics you respect. These indicate your values. Use what you’ve come up with to draft a list of values below.**

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**Narrowing Strengths & Weaknesses**

**If we show others that we are aware of our strengths and choose to make those part of the brand we build, we’re more likely to be associated with those attributes and provided those opportunities.**

Based on your viewing of Marcus Buckingham’s videos and your completion of the strengths and weaknesses exercise, what were your top three strengths and weaknesses?

Strengths:

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Weaknesses:

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
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How are you ensuring that the activities you’re involved in allow you to exercise your strengths?

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Are there any instances in your life right now where you’re not able to practice your strengths as much as you’d like? How can you address this?

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**Developing a Personal Mission Statement**

**One of the best ways to begin with the end in mind and incorporate Habit 2 into your life is to develop a Personal Mission Statement. It reaffirms who you want to be and do. It is your plan for success. It reaffirms who you are, puts your goals in focus, and moves your ideas into the real world. Your mission statement makes you a leader of your own life. You create your own destiny and secure the future you envision. How about that?**

Let’s get to work on your Personal Mission Statement. The sooner you have a clear vision of what you want to be and the contributions you want to make, the more effective you’ll be and the contributions you want to make, the more effective you’ll be in your life. Keep in mind that a personal mission statement is, well, personal. There is no set length or style. It can be a poem, a few sentences, a few pages, or even a song. As a sculptor must bring shape, color, and expression to his clay, the same is true of your mission statement. You bring your past experiences, wisdom, ideas, and creativity to the process of creating a Personal Mission Statement. If what you write feels flat and unexciting, you’re on the wrong track. If the words overwhelm you with emotion and excitement, you're onto something.

Beginning below are five steps that will help you develop a Personal Mission Statement.

**Step 1: Brainstorm Ideas**

In the space provided, write about each of the three topics below without stopping. This is freewriting, so don’t worry about spelling, punctuation, etc. If you hit a point where you can’t think of anything to write, just keep going and write any words of phrases that come immediately to mind. Remember, you’re brainstorming and not writing the final draft. The purpose is to capture your ideas on paper. Spend two to three minutes on each question.

1. *Identify an influential person.*

Identify one person who had (knowingly or unknowingly) a positive influence on your life. What are the qualities you most admire in this person? What qualities did you gain from this person?

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1. *Define who you want to become.*

Imagine it’s twenty years in the future. You have achieved all you ever hoped to achieve. What is your list of accomplishments? What do you want to have, do, and be?

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1. *Determine what is important to you today.*

What are ten things that are most rewarding to you today? What do you live for and love in life?

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**Step 2: Take a Breather**

Now take a deep breath and relax. Put your writing aside for a few minutes and walk away.

**Step 3: Gather your thoughts.**

Review what you’ve written and circle the key ideas, words, and phrases that you would like to include in your mission statement.

**Step 4: Write a Rough Draft**

Now it’s time to write a rough draft of your mission statement. (There are some personal Mission Statement examples on the last pages of the after pre-reading work.) During the week, carry your rough draft with you and make notes, additions, and deletions as needed each day. This is an ongoing exercise. Your mission statement will change over time as you change. Take some time right now to compose a rough draft of your mission statement.

MISSION STATEMENT ROUGH DRAFT

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**Step 5: Complete Your Mission Statement**

At the end of the week, write a final copy of your mission statement below.

MISSION STATEMENT FINAL DRAFT

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**Personal Mission Statement Examples**

**Example 1:**

My life is an adventure to savor and enjoy. I have a great purpose and destiny. In my life I will:

Love and serve God, family, and neighbors.

Have joy in serving.

Build and strengthen young people.

Seek truth.

Develop wisdom.

Teach.

Set an example.

Share.

Have health and strength.

Be faithful.

Walk in peace

Pray.

Listen.

Be patient.

Cultivate peace and harmony.

Honor my mother.

Remember who I am, where I came from, and my purpose.

**Example 2:**

My mission is to give, for giving is what I do best, and I can learn to do better. I will seek to learn, for learning is the basis for growth, and growing is the key to living. I will seek first to understand, for understanding is the key to finding value, and value is the basis for respect, decisions, and action. This should be my first act with my wife, my family, and my business. I want to help influence the future development of people and organizations. I want to teach my children and others to love, laugh, to learn and grow beyond their current bounds. I will build personal, business, and civic relationships by giving in frequent little ways.

**IN CLASS WORK:**

**Core Tenet**

***Don’t ask what the world needs, ask what makes you come alive and go do that – because what the world needs is people who have come alive.***

*~Howard Thurman*

**Focusing In**

**Based on today’s discussion about qualities you admire and dislike, strengths and weaknesses and the activities you need to help you become the person you want to be – what stays and what goes?**

Currently, I am involved in the following organizations/activities that are helping me become who I want to be:

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Currently, I am involved in the following organizations/activities that are preventing me from becoming who I want to be:

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What needs to change? \*

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\**Some activities and organizations might not directly connect to the future you envision for yourself, but they may be fun and full of great people you like being around – that’s fine – we’re talking about organizations that you might feel obligated to be in or activities you truly dislike.*

**Notes and Thoughts**

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