

Leadership Training Module #1

Honesty - Integrity - Commitment

1. Honesty is the uprightness and fairness of character. It is a character trait that never lies, steals, cheats or deceives in any way.

Taken to the extreme, honesty also means not tolerating, collaborating or having any part or knowledge of anyone who isn't 100% fair, honorable or true.

During our Leadership training module we will discuss the four types of leadership as taught at West Point. They have a special honor code at West Point that all new, first year students as well as all cadets must follow. If you are caught breaking this code you will be asked to leave the Academy.

The code says that you will never lie, cheat or steal in any way, shape or form. It also says that you will not tolerate this behavior from any other cadet. It goes on to say that for you to be in compliance with this honor code, you must turn in or report anyone that you know that has broken it.

What this means is that if you do not turn this person in, even your best friend, and it becomes apparent that you were aware of their misgivings, that you will be expelled from the academy yourself! This requires a very high level of honesty and integrity.

2. Making Honor an important value.

Values are principles, rules and guidelines which are the foundation upon which you follow to make the right decisions in life. If becoming an honorable person is important to you, make it a value that you stand on.

You must decide in advance that, no matter what, you will always stick to your principles and do what you know is the right and honorable thing. Regardless of the possible problems this may create or the position it puts you in, you vow to always be truthful, honest and true.

If you adopt this philosophy, you find that making those decisions will be as easy as in your mind; there is no other choice.

3. A story to illustrate this:

One day a young man named Tom was walking home from work.. As he came to a nearby vacant lot he noticed a large brown sack. Curious, he walked over and picked

it up. To his amazement there were several paper bags inside that were filled with twenty dollar bills.

He grabbed the sack and quickly headed home. Upon arriving home Tom took the sack down to the basement and opened all the paper bags.

He spread out all the money and started counting the stacks of twenty dollar bills. He found that there was over \$5,000 there.

Excited, he called his friend Tim and told him about his good fortune. Tim thought that Tom was pulling his leg and didn't believe him. "Well, why don't you just come over and see for yourself," he told Tim.

In a short while Tim knocked on the door and the boys quickly headed for the basement.

"See, I told you Tim, there is over five thousand dollars here." "Who do you think the money belongs to," asked Tim. "I have no idea," said Tom, "there is no name on the sack, the bag or anything." "I guess that means it belongs to me."

Tim shook his head, "Tom there is no way this money belongs to you, at least not now, you need to report this to the police so they can help find the rightful owner."

"Why should I," said Tom. No one knows who the owner is. Finders keepers".

"Tom, you should know better," said Tim, "You have the responsibility to at least try to find out who lost it. The police have ways of finding the owners of lost items. The right thing to do is to turn the money into the police and let them handle it. If they cannot find the owner within a certain time they will have to give the money back to you."

With that Tim left to go home. Tom wondered what he should do. After all, most people will never find this much money in their entire lifetime.

He decided to sleep on it. Maybe the right answer would come to him in the morning.

Do you know what he should do?

The next day Tom had a hunch to call his friend and mentor Todd. Todd was older and had lot's of experience in business and in life.

"Hi," said Todd, "what's up?"

Well, I was walking home from work the other day and I found this sack full of money. I looked it over carefully and there was no name either on the sack, the bags or anyplace inside. Do you think I should keep the money?"

"Tom, I think you know what you should," said Todd. "Let your conscience be your guide. You will figure out the right thing."

"Yea, I kind of thought you might say something like this," Tom said. "I suppose I should turn it into the police department. Thanks for the advice."

"You are most welcome," said Todd, "but I didn't really tell you anything. You let your inner feelings guide you on this. Most of us know what is right and all we have to do is let our conscience be our guide."

Tom took the money down to the police station and explained to the officer where and when he found it. On his way home he felt a strong feeling of satisfaction inside. He knew he did the right thing and was quite proud of himself.

Several months passed and Tom pretty much forgot about the unusual day when he found the sack and all the money. But then the phone rang one evening. It was the police. They asked him to come down to the station when he had a chance.

"I wonder what they want now," thought Tom. "I wonder if I am in some sort of trouble. The next day Tom stopped by the police station to find out what they wanted.

When the officer saw Tom he had a big grin on his face. "The owner was here yesterday to pick up the money you found. He was shocked that someone actually turned it in and he wanted to personally thank you. Can you stop by tomorrow at 6 pm?"

"Sure I can make it." said Tom. Feeling better than ever he headed home. He considered how he almost kept the money and how wrong that would have been.

The next day at 6 pm Tom went into the police station. He was directed to a room and told to wait for the officer in charge. A few minutes later the officer came in with another man who looked quite old and frail. "Say hello to Mr. Grimes," said officer Brown. "He wants to tell you something."

Mr. Grimes seemed very grateful as he spoke. Young man, when I realized I had lost that bag of money I was quite upset. How could I be that careless. It wasn't that I needed that money as I am quit well off but I felt very foolish and embarrassed.

I was quite surprised when the police called and said that someone had found the money. I was shocked that someone would have the honesty to actually try to find the rightful owner.”

“Anyway, I felt that this type of character should be rewarded. I was going to give you \$500 but decided instead to give me much more. See, it’s rare when you find honesty like this. Very few people would have done what you did. So, I decided to give you a reward of \$2000 to demonstrate my gratitude and reward your character. Thank you so much.”

Tom was shocked and surprised that the man would be so generous to give him so much money. But more important Tom felt proud and satisfied that he had done the right thing.

4. Situations to Think About.

1. What would you do if your best friend stole something while you were with him/her at a store?
2. What would you do if a good friend came to you and said, “I am failing history class. I know you have the same teacher and took the exam already. Will you tell me what the exam questions were so I could study?”
3. What if your teacher said that someone in the class had stolen his expensive pen and was very angry about it. He said that someone took it off his desk and if he finds out who, they will be sent to the principle office and be suspended. Three days later you find it in your book bag. You are not sure how it got there but it’s possible you picked it up by accident.

You think about just putting it back on his desk before class starts and chances are your teacher would never know you had it. What would you do?

4. Your friend texts you from class. He is stuck on an answer of an important test. He is looking for you to text back the answer. What do you do?

5. Team Discussions *(Break Class into groups of three or four person groups. The Entire class works on the same question below. Use Team Challenge handouts.)*

Team challenge questions:

1. You pal around with a group of five friends on a regular basis. You are all close and you enjoy each others company. The problem is that John likes to shop lift. Many times other members of the group that may be with John will not even know he has taken something until they have all left the store. What

- is the best way to handle this?
2. Your best friend often asks you to help her with her homework. You don't mind helping but what she really wants is to have you do it for her. You have done it for her a number of times in the past but you don't feel right about it. Since she is your very best friend should you just continue to do her homework when she asks or should you do something else? If so, what?
 3. You are at the dojo for the last class. Mom calls and asks your instructor to ride you home as her car has broken down. Shortly after you leave you remember you left your workout bag in the classroom. Your instructor drives back and hands you the key so you can get your bag.

You unlock the door and approach the training area. The only lights that are on are the night lights. No one is within eyesight, including the instructor. Should you bow as you enter and leave the training area even though no one is around? If so, why would you do this?

6. Homework #1

Make copies of page 12 and hand them out to the students. Ask them to read the story or have their parents read it to them. Tell them to be prepared next week to come up in front of the class and explain what they would do in this situation. Suggest that they speak to their parents to get suggestions.

7. Honesty and Integrity are for you.

Strong honesty and integrity builds strong self esteem. When you practice honesty and integrity it makes you feel good about yourself.

When you give someone your word it should be considered a solid contract of agreement between you and them. Your integrity is at stake. You should be honoring your word, more so for yourself than for the other person. It should be extremely important for you to keep your word and your integrity intact.

Your word should be your bond! It should be more valuable to you than even a written contract.

Placing a high value on integrity makes you a better person. You become someone who can be trusted and relied upon. The world loves this kind of person as unfortunately it is rare. You should mean what you say and say what you mean.

Why not set a personal goal to be a model of integrity. Picture yourself as the person

who is immediately thought of when the words honesty and integrity are spoken.

8. Modern forms of dishonesty.

In this high tech age, more sophisticated forms of cheating have emerged.

Cell Phone Cheating

High school students privately interviewed by a California based, non-profit organization, The Josephson Institute, admit to using their cell phones to cheat on tests or help friends do so. In fact, thirty five percent of the teens interviewed admit to this practice.

26% say they stored information to help them with a test.

25% say they texted a friend about answers to a test.

17% took pictures of the test pages and sent them to friends.

20% searched the Internet for answers during a test.

Internet & Computer Cheating

Of students interviewed, nearly 52% admitted to using the Internet to cheat.

21% Say they downloaded a paper or report instead of doing it themselves.

38% Admit to copying text and turning it in as their own work.

This same organization said that this survey of over 30,000 high school students found that 64 percent admitted to cheating during the past year.

Newspaper reports throughout the country say that in some cases students have been able to hack into school computer systems to copy tests and even alter grades.

Sometimes this is possible by watching school administrators or teachers enter passwords. Other times by sneaking spyware into schools systems. Others have taken password information from hard copies left laying around school offices.

Students sometimes share stolen passwords with friends. The Huston Chronicle

newspaper had an article claiming that a number of high school students were suspended for altering the grades of at least 60 students.

This type of high tech cheating is looked upon by many as okay. They feel it's no big deal to help out a friend and assist them with answers, test questions and other information that may help them score a higher grade. But, you should know better. Cheating is dishonest and should not even be a temptation for you.

9. Decide in Advance

It's a good idea to think about how you would react if a certain situation came up in your life. For example:

1. What would you do if you found a wallet that had a great deal of money in it?
2. What if your best friend asked you to help them pass a test or copy your homework?
3. How would you react if a group of your friends all wanted to participate in something that you knew was dishonest or not right?

It's in your best interest to decide in advance how you would handle these kinds of situations. If you think it out in advance it will be easier to make the right decision if a similar situation presents it's self at some time in the future.

10. Following the Golden Rule.

As children we were all taught the Golden Rule.

“Do onto others as you would have them do onto you.”

Use this as a guideline in helping you decide the best course of action when the opportunity or situation presents itself. Put yourself in the other persons shoes. How would you want to be treated? How would you like to have someone take something that belonged to you? Would you like to be cheated out of winning the prize, the money or the trophy?

11. Commitment.

Commitment is a promise or agreement to do or accomplish something. It is the definiteness of purpose to accomplish a goal. It is the unwavering decision to move

ahead regardless of the hardships, difficulties or roadblocks.

Benjamin Disraeli was the prime minister of England in the 1800's. He was the first of Jewish Heritage to become prime minister of England which was mostly Christian at the time.

Disraeli was known for his ability to set a goal and work diligently toward it's accomplishment regardless of the adversities or difficulties.

One of his famous quotes was:

“Nothing can stop a human will which will stake even it's existence on the extent of it's purpose.”

What this means in simple words is that once you have decided what you are going to do, be so committed that you would be willing to sacrifice your own life to accomplish it.

In truth, no one needs to go that far. But the principle here is that if you are totally committed to your goals, nothing can stop you from accomplishing them.

Someone says, “It's too hot.” Then do it hot. Or, “It's too cold,” Then do it cold.

If it's “too hard,” then do it hard. If it's too difficult, do it harder.

The idea here is not to let anything, or any excuse get in the way of accomplishing what you have set out to do. This is real commitment.

This type of commitment requires you to mold your character into the type of person who will not give up easily. Most successes are the result of many temporary failures. When you are totally committed to reach an objective you will not accept anything but success. Failure is NOT in your vocabulary.

You may hear someone say that they are going to “try” to reach a certain goal. Or maybe you will hear someone say I “think” I want to do this or that. Those words are an outward sign of the thought process going on inside their head.

Chances are they will never reach those goals because they are not fully committed. You can't “try” your way to the top because any worthwhile goal takes time and there will be obstacles and setbacks along the way. Someone who is trying to reach their Black Belt will probably never make it. Only those who make the decision in advance that they will do whatever it takes.

13. Building Trust

Most of us want to be around people we trust. We want to have friends and relationships with other people who we feel we can believe, trust and rely on. To become this person you need to always tell the truth. Even telling little fibs can destroy the trust of a friend, companion or co-worker.

Having faith in someone means we can always believe what they say. We know they will follow through and always do what they say they will. We can trust them with our family, our belongings and in some cases even our life. Good examples are priests, rabbis, doctors and councilors.

How can you become a trusted friend, employee or team mate? Simply by always being totally honest, even when it's difficult to do so. By always doing what you commit to and by always being a person who can be trusted to do the right thing.

A person can have many excellent qualities like a good work ethic, good self discipline, excellent knowledge in his area yet be held back in life because of a lack of trust by fellow employees, team mates, co-workers or his boss.

14. Famous Commitment Quotes:

“Stay committed to your decisions but stay flexible in your approach.” *Tony Robbins*.

“An ounce of performance is worth a pound of promises.” *May West*

“Desire is the key to motivation, but determination and commitment to an unrelenting pursuit of your goals - a commitment to excellence - that will enable you to attain the success that you seek.” *Mario Andretti*

“It is character that gets us out of bed, commitment that moves us into action, and discipline that enables us to follow through”. *Zig Zigler*

“Unless commitment is made, there are only promises and hopes, but no plans.” *Peter Drucker*

“The quality of a person's life is in direct proportion to their commitment to excellence, regardless of their chosen field of endeavor.” *Vince Lombardi*

“If you don't make a total commitment to whatever you're doing, then you start looking to bail out the first time the boat starts leaking.” *Lou Holtz*

Team challenge questions

Class Discussion #1

You pal around with a group of five friends on a regular basis. You are all close and you enjoy each others company. The problem is that John likes to shop lift. Many times other members of the group that may be with John will not even know he has taken something until they have all left the store. What is the best way to handle this?

Class Discussion #2

Your best friend often asks you to help her with her homework. You don't mind helping but what she really wants is to have you do it for her. You have done it for her a number of times in the past but you don't feel right about it. Since she is your very best friend should you just continue to do her homework when she asks or should you do something else? If so, what?

Class Discussion

You are at the dojo for the last class. Mom calls and asks your instructor to ride you home as her car has broken down. Shortly after you leave you remember you left your workout bag in the classroom. Your instructor drives back and hands you the key so you can get your bag.

You unlock the door and approach the training area. The only lights that are on are the night lights. No one is within eyesight, including the instructor. Should you bow as you enter and leave the training area even though no one is around? If so, why would you do this?

Instructor: Print out copies of the next page. Break the class into groups of three to five students. Have them read and discuss one of the Team Challenge questions (all the same question). Give them a few minutes to decide how they will handle the challenge.

One Team Challenge per class.

Instruct them to choose a spokesman to come up in front of the class and tell the class what they came up with for the best way to take care of the problem.

Team challenge questions

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Class Discussion #3

You are at the dojo for the last class. Mom calls and asks your instructor to ride you home as her car has broken down. Shortly after you leave you remember you left your workout bag in the classroom. Your instructor drives back and hands you the key so you can get your bag.

You unlock the door and approach the training area. The only lights that are on are the night lights. No one is within eyesight, including the instructor. Should you bow as you enter and leave the training area even though no one is around? If so, why would you do this?

Homework #1

Read the story below (if you need help, ask your parents to read it to you). Then think about what you would do if this happened to you. Jot down a few notes and be prepared to tell the class what you would do in this situation.

One day a young man named Jimmy was walking home from school.. As he started around the corner he saw something near the side of the road. Curious, he walked over and picked it up. It was somebody's wallet. He looked inside to see if there was some form of identification in it.

Not finding anything he continued to his house which was just a few blocks away.

When he got home he went up to his room and started taking everything out of the wallet. He didn't find a drivers license, credit cards or anything else with the owners I.D. What he did find, tucked away in one of the pouches, were three, neatly folded, one hundred dollar bills.

Excited, he called his friend Sam and told him about his good fortune. Sam didn't really believe Jimmy. He thought he was just kidding around with him. "Well, why don't you just come over and see for yourself," he said to Sam.

Within ten minutes Sam was knocking on his door. "Come in Sam," Jimmy said, "Let's go up to my room and I'll show you the wallet and the money."

"See, I told you Sam; here it is, three hundred bucks and it's all mine." "Who do you think the money belongs to?," asked Sam. "I have no idea," said Jimmy, "there is no name or anything in the wallet." "I guess that means it belongs to me."

Sam looked surprised. "Jimmy don't you think you should try to find out who it belongs to?"

"How can I do that?" said Jimmy. "How can I really know the true owner? Maybe it should just be finders keepers". "Well, maybe" said Sam, "but I think you should at least try to find out who it belongs to." "Well I need to get home to do my homework before dinner. See you tomorrow Jimmy."

Jimmy wondered what he should do. After all, most people will never find this much money their entire life. He decided to sleep on it. Maybe the right answer would come to him in the morning.

What should he do?