

The Case for Character & the Sum of Our Choices

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What is CHARACTER?



"Strength of character is an acquired trait learned through the tedious process of trial and error." - Aristotle

Habits and tendencies of thought and action, not just values or personality.

The REAL you.

What is ORGANIZATIONAL CHARACTER?



Habits and tendencies of collective thought & action that mold the culture of an organization.

What traits are YOU modeling?

- Integrity
- Accountability
- Resilience
- Empathy
- Visionary thinking
- Inclusivity
- Communication
- Adaptability
- Decisiveness
- Inspiration
- Humility

Ethical Leadership



Approachable

Transparent

Fair

Implications of decision-making on morale

1. Fairness

Employees feel respected, valued

2. Inclusivity

Employees have a sense of agency

3. Consistency

Employees have a sense of stability



Accountability

Leaders inspire accountability through their ability to accept responsibility before they place blame.

- *Courtney Lynch*

Culture of Empathy & Compassion

1. Diversity Equity & Inclusion

Recruit and promote diverse talent

2. Encourage Open Communication

Forums and discussions

3. Work-Life Balance

Recognize and advocate

Culture of Empathy & Compassion

A culture of belonging is built on access, reciprocity, and the sharing of power and opportunity.

- Alida Miranda Wolff

Now stop for a moment, and..

BREATHE

Thank you!



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