

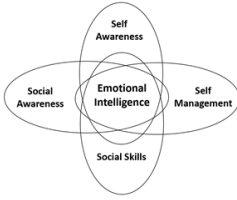
VALUES & CHARACTER DEVELOPMENT

001 INTRODUCTION

Learner Materials

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2020





Values & Character Development

001 Introduction

MODULE LEARNING OUTCOMES:

1. Identify four topic areas associated with Emotional Intelligence
2. Relate importance of Emotional Intelligence to all areas of social life
3. Describe why Core Values are essential in life

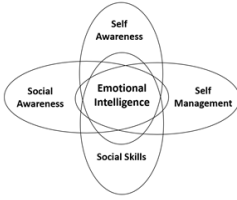
INTRODUCTION

There is a critical need for job-ready personnel in Northwest Ohio, but many do not meet the standards of hiring companies. Numerous programs are available to teach specific job-related skills to unemployed and under-employed people, but many of these program graduates are still not finding success in the workplace due to behavioral issues. Also considered in these matters is the fact that there is not presently a means available to workers to learn the necessary behavioral skills needed in the modern workforce.

Read: What is ‘Emotional Intelligence?’ How do you improve your EQ by
By Vivian Manning-Schaffel

<https://www.nbcnews.com/better/health/what-emotional-intelligence-how-improve-your-eq-ncna934231>

Watch: The embedded video “How To Build Relationships That Make A Difference To Your Career.



In today's competitive market, employers are looking for personnel having certain technical skills centered on their product. To truly succeed in their marketplace, employers also need employees with high amounts of Emotional Intelligence: specifically, **Self-Awareness**, **Self-Management**, **Social Awareness**, and **Social Skills**. These four areas making up emotional intelligence are pivotal in order to achieve a cohesive and efficient workforce.

Self-Awareness can be defined as one's ability to understand and read their own strengths, weaknesses and relate this to their general sense of self-worth. Perhaps it is a recognizable fact that not everyone can do everything for themselves; people must rely on others to accomplish things in life. Understanding this fact leads to the understanding that knowing where one's individual strengths and weaknesses lay, helps one to determine what their needs are and what needs they could supply.

Self-Management is about one's behavior around others. It is about one's ability for self-control and self-direction. Self-management involves one's current state of trustworthiness, conscientiousness, and adaptability as demonstrated. In this area, the character of individuals is displayed for others to not only see, but to experience. The character of individuals is most often related to their core values. Core values are the foundation on which we perform our work or conduct ourselves.

Social Awareness determines exactly how behaviors are chosen; is one's behavior for their own self-interest or for some mutual interest in a group? Social awareness involves a personal ability to demonstrate empathy, organizational awareness, and their dedication to service. This would benefit others than the individual.



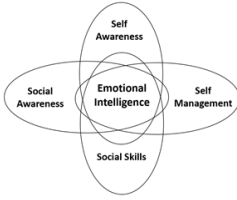
Conflict is defined as ‘to be different, opposed, or contradictory: to fail to agree or accord.’ Conflict happens in all aspects of human life. It is important to understand that when it is present, constructive conflict can be healthy to groups of people and becomes a necessary part of a continuous improvement process. **Social Skills** involve an ability for constructive Conflict Management, enhance interpersonal Networks, and provide Visionary Leadership.

Simply speaking, employers and other groups/organizations are looking for people who are compassionate about who they are, what they do, and how they do it. Commonly recognized character traits associated with compassion include Generosity, Kindness, Honesty, Integrity, Helpfulness, Sacrifice, Perseverance, and many more. These compassionate attributes, when integrated with individual behavioral choices, really are the glue that holds people together.

Many successful people have these attributes of personal character developed within and support by the family unit and their social communities. Others may have had to develop these attributes on their own. Persons having these attributes bring this behavior to their organization and the organization is better for it.

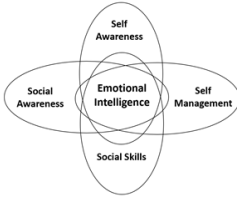
What we believe forms the foundation for how we will behave. Integrity is a value many people have as shown by the work that they perform. Integrity is a quality of behavior that involves honesty and high moral principles and that without this Core Value, quality products or production cannot be possible. **Core Values** are defined as those character traits that are foundational to one’s behavior. It is the core values that a person has that allows them to differentiate between what’s right and what’s wrong.

Watch: Conflict Management, at:
<https://youtu.be/f3NmLUINP80>



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Estimated Completion Time: 1 Hour

Virtareal Sdn.Bhd. 2018, May, 19. Conflict Management.
Retrieved from URL



End of Module Review Questions:

1. What specifically was the source of the conflict?

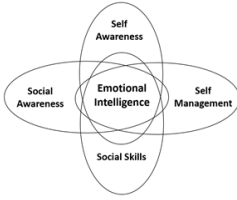
2. Identify which of the four areas for Emotional Intelligence was impacting the elements of the story and identify the associated behaviors.

3. In terms of the story's outcome, explain in detail the solutions being applied by all the characters.

4. What are the four topic areas involving Emotional Intelligence?

- a. _____
- b. _____
- c. _____
- d. _____

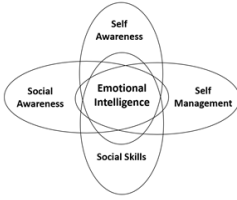
Read What Are Your Core Values? Deciding What's Most Important In Life



https://www.mindtools.com/pages/article/newTED_85.htm

5. What are four Core Values you believe are important to you?

- a. _____
- b. _____
- c. _____
- d. _____



001 INTRODUCTION Values Character Development

Check for and Apply Understanding

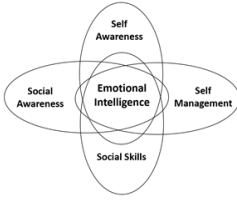
NAME: _____ DATE: _____

FACILITATOR: _____ DATE: _____

1. In your opinion and after reading the unit Introduction, why would organizations be interested in having a staff member that demonstrates a high amount of emotional intelligence?

2. What exactly are some of your needs that you cannot supply yourself and need to get from someone else?

3. Personal and Organizational Core Values are those values which form a foundation for the work we perform or how we conduct ourselves. Core Values determine what is right and what is wrong. What are a few of your Core Values and why are they important to you?



4. What core values do you have that have direct benefit to your organization, or workplace?
