



Values & Character Development

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Who Should Attend:

Persons having trouble with employment performance. This course would be of importance for:

- Teachers
- Human Resource Personnel
- Workforce Coaches & Trainers
- Supervisors & Managers
- Front Line Workers & Team Members

Prerequisites: None

Description:

The Course on **Values & Character Development** shall be designed around a traditional Face-to-Face delivery format. Course facilitators will utilize personal computers, learning materials, application/practice laboratory experiences, and learner assignments. Multiple sessions will be created to allow learners to understand, identify, put into practice, and evaluate compassionate acts involving constructive behavior. Each face-to-face session shall not exceed 1 hour in length. The learning experiences designed into the course will consist of approximately 50% learning materials, 25% discussions, and 25% application sessions with reflection.

Learning Objectives

Upon the successful completion of the **Course on Values & Character Development**, learners will:

1. Describe and Apply Self-Awareness
2. Describe and Apply Social Management
3. Describe and Apply Social Awareness
4. Embody positive Social Skills

These learning objectives only address the cognitive portion of the Course on Compassion and represent an assessment of the learners' mastery of the course material. The objective of the course is for a transformation of behavior; thus, a behavioral learning component has been built into the course. Transformation of individuals could come from the actual practicing of the Values and Character traits in both controlled and uncontrolled settings with reflection and feedback.

Upon the successful completion of the course, participants shall identify relevant factors associated with effective workers and team members. Also explored will be the other areas involving Emotional Intelligence that serves to strengthen social groups.

The course is designed around 5 Modules; Introduction to Emotional Intelligence, Self-Awareness, Self-Management, Social Awareness, and Social Skills. Core Values are also introduced to learners to use as a foundation to determine right from wrong behavior.



The course format is designed around a “Learner-Centered” training experience that uses a facilitator and/or mentor. Learners will be responsible to engage with the course learning materials using a combination of hard-copy text and an Internet-connected personal computer. Facilitators/mentors shall introduce each module of learning to the participants. Once introduced to the module, participants will engage with all learning materials and complete the module-related questions.

At each module’s end, an End of Module Review Questionnaire will assess the learner’s engagement with the training materials and will serve as a Cognitive Assessment. The End of Module Check for Understanding Questionnaire will ask the participant what specific changes they will personally make referencing the training materials and serve as a Knowledge and Application Assessment. It will be the Check for Understanding Questionnaire that will be used by facilitators, mentors, and participants as an instrument to gauge behavioral change.

Core Abilities:

- Compassion
- Optimism
- Service to others

Competencies:

- Identify factors that lead to aggressive conflict
- Relate behavioral solutions to their effects on social cohesion and progression
- Embody principles of Emotional Intelligence

Performance Standards: Upon the successful completion of the **Values & Character Development** course, learners will evaluate their own behaviors and choose their behavioral changes.

Textbook: None

All learning materials will be supplied to learners and facilitators/mentors. All materials contained in the Values & Character Curriculum may be freely copied, shared, adapted, and used commercially as per Creative Commons License Attribution 4.0 International.

Resources / Equipment Required:

- Personal Computer or mobile device with High Speed Internet access
- Software & Hardware to view graphic and media on-line materials
- Optional Printer and/or Cloud storage

Comments:

This course is designed around the social science related to the Bridges Out of Poverty program and utilizes the standards of social behavior acceptable to progressive societies. Drawing from the research of Ruby K. Payne on her Bridges Out of Poverty study, problems associated with social behavior can be addressed by individuals but must happen within a community context. What is considered socially acceptable behavior is determined by positive cultural models generally referred to as compassionate behavior.