

North Carolina CareGivers Program



- Year 3 of 3 Year Program
- Nurse Aide Recruitment and Retention
- 3 Annual Employee Surveys
- Virtual Leadership Training
- Fearless in the Face of Crisis – on demand course
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- Project Webpage: <https://go.nrchealth.com/NC-caregivers>

Webinar #11: Model the Way



Fearless

in the Face
of **CRISIS**

Model the Way



**MODEL
THE WAY**



**INSPIRE
A SHARED VISION**



**CHALLENGE
THE PROCESS**



**ENABLE
OTHERS TO ACT**



**ENCOURAGE
THE HEART**



Model the Way

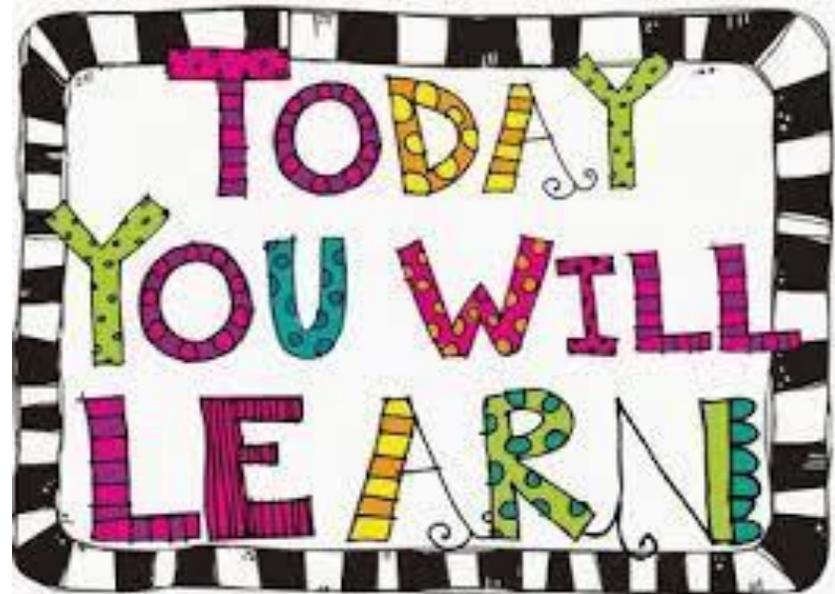


6 Behaviors

1. I set a personal example of what I expect of others.
2. I spend time and energy making certain that the people I work with adhere to the principles and standards we have agreed on.
3. I follow through on promises and commitments that I make.
4. I ask for feedback on how my actions affect people's performance.
5. I build consensus around a common set of values for running our organization.
6. I am clear about my philosophy of leadership.

Objectives

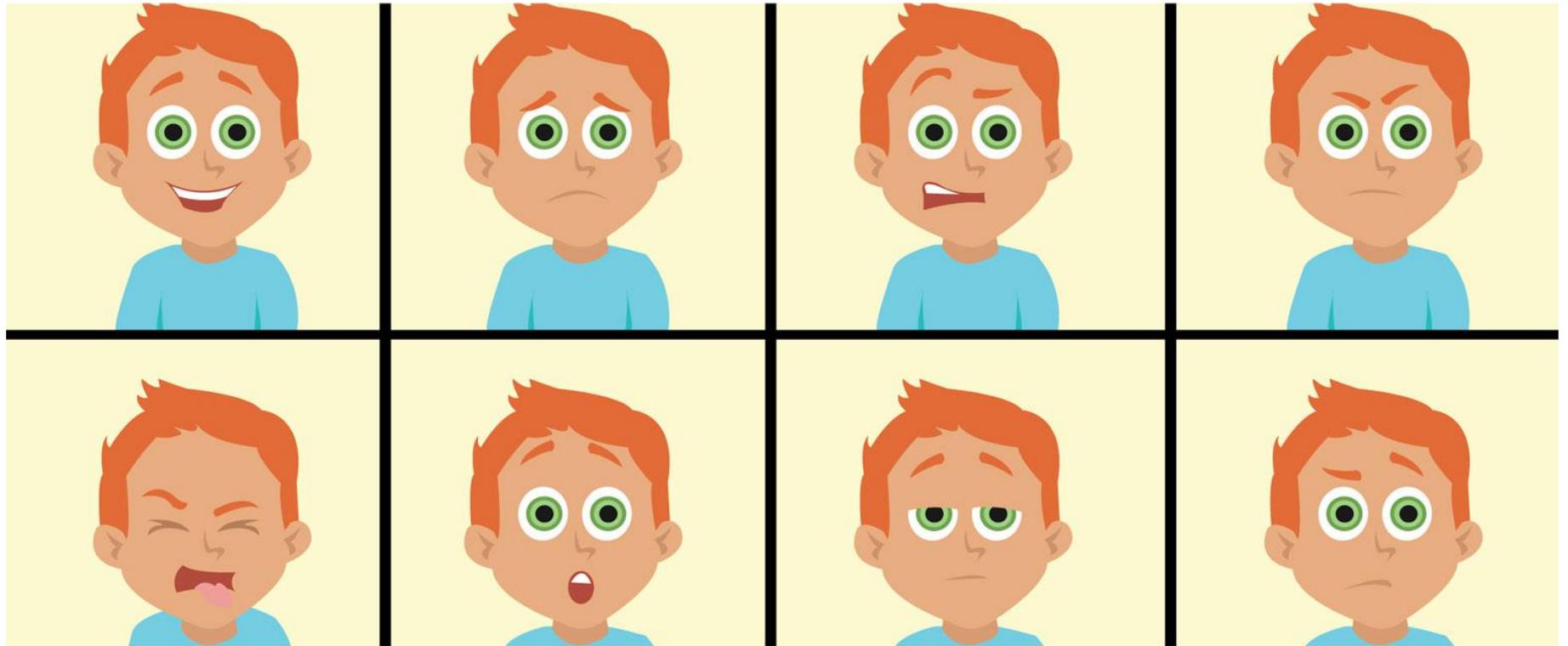
- Recognize the importance of modeling the way for others in the home.
- Establish routines to follow through on commitments.
- Set a personal example of what is expected of others.





THEY THOUGHT
HE WAS GRUMPY,
BUT I REALIZED
HE WAS SHY







IS THIS YOU?



THEY ARE ALL WATCHING!
AND MIMICKING WHAT WE DO!

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Behavior 1: Set a Personal Example



A pair of hands is shown, with the skin painted in a light blue color. The hands are holding a circular graphic with a white border. The background is a bright blue sky with white clouds. The hands are positioned as if holding the circle. The world map is painted on the hands, with the word 'WORLD' visible on the left hand. The circular graphic contains the text 'WHAT ARE VALUES?' in white and green, and a definition of values in white.

“WHAT ARE *VALUES*?”

A shorthand way of
describing our individual and
collective motivations and
what is important to us.

excellence
work life balance
rules honesty trust
integrity quality service
workation
productivity
conduct
collaborate
personal growth
accountability
organization participation
faith
openness
achievement
consistency
commitment
correctness
growth
success

B₃ E₁

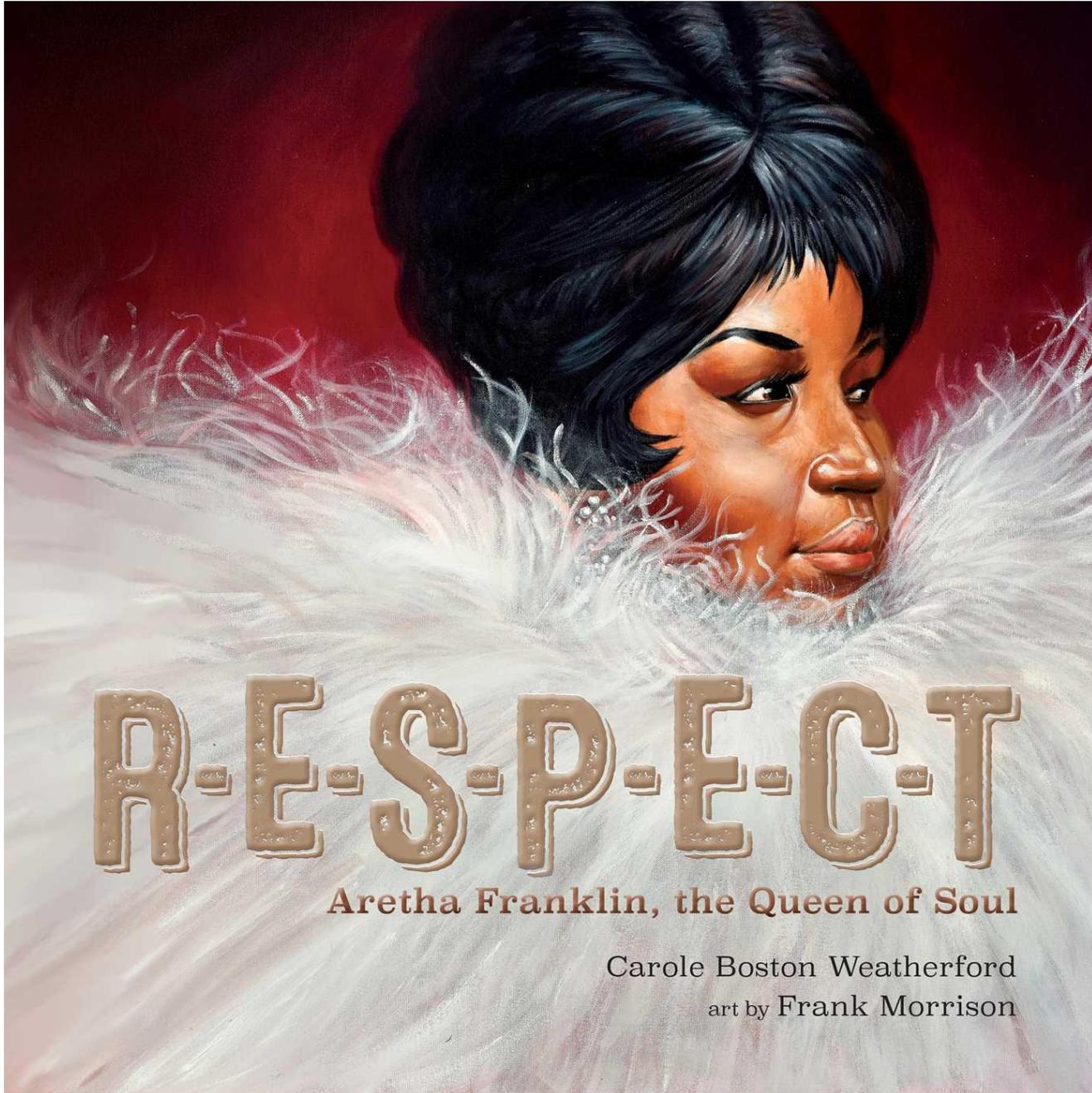
F₄ E₁ A₁ R₁ L₁ E₁ S₁ S₄

B₃ E₁

Y₄ O₁ U₁

“I set a personal example of what I expect of others.”





R-E-S-P-E-C-T

Aretha Franklin, the Queen of Soul

Carole Boston Weatherford

art by Frank Morrison



Action: For one day, smile at everyone you encounter.

Fearless

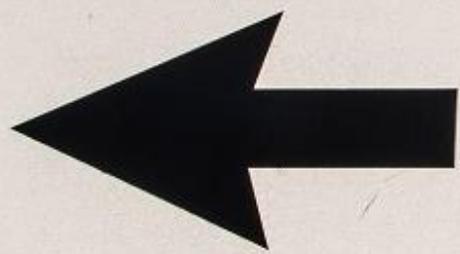
in the Face
of **CRISIS**

Behavior 2: Spend Time on Standards





“I spend time and energy making certain that the people I work with adhere to the principles and standards that we have agreed on.”



Accountability







Action: List three behaviors your leadership team should change. Do you model these behaviors?

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Behavior 3: Follow Through on Promises





“I follow through on promises and commitments that I make.”



Tips to help you keep your promises

1. Win your day by going back to basics and creating a plan each day before you sit down at your desk or get into email. It should be the night before.
2. Get clarity on the big picture tasks that make a difference
3. Plan your day to ensure the right tasks have your top priority
4. Instead of tackling a day as a whole unit, break it down to 30 or 15 minute sections.
5. Remember, the task will expand to fit the amount of time you give it. Determine how long a task *should* take and assign it a block of time. Set a timer and hold yourself to it.
6. Don't get frustrated that this is all new to you. As you practice and learn more about how long tasks take you, you will continue to get better at planning your day.
7. Lastly, don't create a plan that is unrealistic and unachievable.



Action: Spend five minutes to plan your day.

The Dopamine Rush

!



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Behavior 4: Ask for Feedback





“I ask for feedback on how my actions affect people's performance.”

YIELD

AWESOME



LESS

AWESOME



Walmart
1 Hour
Parking



Action: Ask one person for feedback on your leadership.





STOP

Fearless

in the Face
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Behavior 5:
Build Consensus Around Values





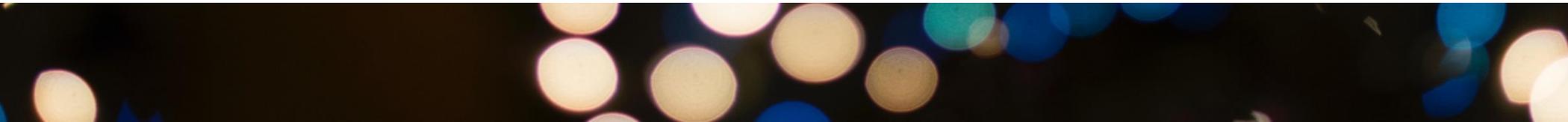
“I build consensus around a common set of values for running our organization.”



JOURNEY



Action: Share and celebrate a value of the week.



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Behavior 6: Your Leadership Philosophy





“I am clear about my philosophy of leadership.”







STOP



Personal Values and Awareness

Our values reflect what is important to us. They are a shorthand way of describing our individual motivations. Together with our beliefs, they are the causal factors that drive our decision-making.

Barrett Model

Contribution

Selfless service

7

Collaboration

Making a positive difference in the world

6

Alignment

Finding meaning in existence

5

Evolution

Letting go of fears.
The courage to develop and grow

4

Performance

Feeling a sense of self-worth
Fear: I am not enough

3

Relationships

Feeling protected and loved
Fear: I am not loved enough

2

Viability

Satisfying our physical and survival needs
Fear: I do not have enough

1

© Barrett Values Centre

Values can be positive or fear-based (limiting). For example, honesty, trust and accountability are positive values, whereas blame, revenge and manipulation are potentially limiting, or fear-based, values.

Personal mastery involves overcoming or eliminating our fear-based beliefs. When our beliefs or behaviours are out of alignment with what is really important to us - our values, we lack authenticity.

Every human being on the planet grows and develops within seven well defined areas. These areas are defined in the [Barrett Model](#). Each area focuses on a particular need that is common to all people. The level of growth and development of an individual depends on their ability to satisfy these needs.

At different times you may find that you focus more on some levels and less on others, in response to changing life conditions. It is important to understand that in terms of the seven areas higher is not better; for example it will be difficult for you to focus on helping others if you are having health and money problems.

The seven areas in the development and growth of personal awareness are summarised in this diagram and are described in more detail on page 3.

Take the Values Assessment

Go to the Drive Website:
www.cultureoutcome.com

Password: Drive



 FREE PERSONAL VALUES ASSESSMENT

Find Out Your Top Personal Values

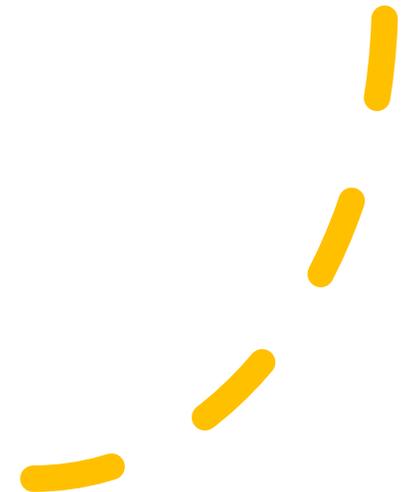
Lay the foundation for you to start transforming your life. Figure out where you are and where you want to be, taking those from being two different things and making them one. Rise up and make things better for you, for your organization and for our whole field – THIS is where it all begins.

[Take 10 Minute Assessment](#) →



What Are Your Top 10 Values?

- Compassion
- Courage
- Creativity
- Enthusiasm/Positive Attitude
- Family
- Generosity
- Humor/Fun
- Independence
- Personal Growth
- Wisdom



Your Learn Even More About Yourself

- Living with a passionate and an upbeat, fun-loving approach are important to you.
- You have the strength to face your fears and to speak up even when things may be difficult.
- You are able to think imaginatively and use your skills to produce new ideas.
- You have the gift of a kind heart and giving spirit.
- You appreciate the freedom of autonomy and not being reliant on others.





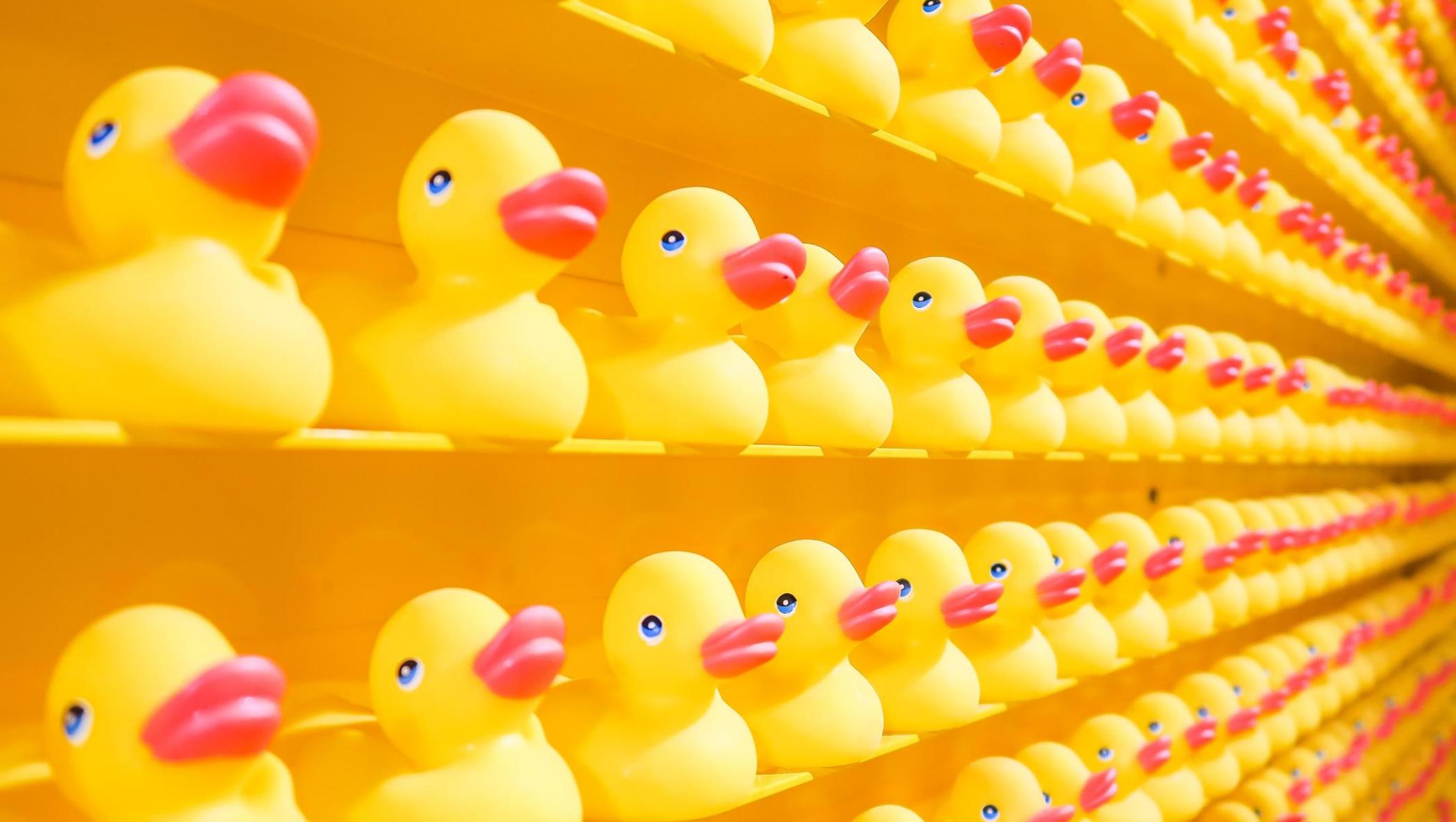


The Power of Values



Action: Invest 5 minutes to take the Personal Values Assessment and reflect on your leadership legacy.





Progress Not Perfection!

