

LEADING with HONOR

Leadership Lessons from the Hanoi Hilton



Coaching: GUARD YOUR CHARACTER

Lesson 2

The expanded coaching materials are provided to help readers implement the lessons taught in the book. Use them for individual or group development.

Good character is a purposeful decision. You cannot assume it will just happen. Intentionally guard and cultivate your character by taking the following steps:

1. Clarify your values. When values are vague, human nature automatically defaults toward selfishness, greed, and fear.

Write out short statements clarifying your **Top 5 Character Values** as non-negotiable commitments and define them in some detail. *For example*, if you choose "Keeping Commitments," be clear on commitments you consider a priority like *being on time*, or *keeping promises*. If "Honesty" is a value, include specifics do's and don'ts like *stretching a story* to make it more interesting or *being vague* when answering direct questions. **Use the list below as a launching pad to come up with your own personal character values:**

Honesty, Truthfulness, Reliability, Responsibility, Humility, Honor (choosing to do what is right), Valuing others, Respect, Loyalty, Faithfulness, Keeping your word/promises/ commitments, Gossip, Confidentiality, Money and finances, etc.

Commitments: List your Top 5 Character Values in detail:

1. _____

2. _____

3. _____

4. _____

5. _____

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2. Evaluate your behaviors. If the way you live your life and lead others is not in congruence with your values and beliefs, your character will be challenged.

1. Recall an example of a challenge to your character that you met successfully.
What enabled you to stand firm with your commitments?

2. Recall a broken promise or a time when you did not live up to your commitments.
What pulled you away? Did you take responsibility and corrective action for this deviation?
What did you learn from this experience?

3. Seek accountability. You cannot maintain good character alone. Without accountability checkpoints, you will tend to drift from your values. You will need support, encouragement, counsel, and accountability to stay on course.

1. Do you have the courage and humility to openly discuss your shortcomings and character struggles with a group of two or three trusted friends with whom you can be transparent and vulnerable?

2. Do you have such a group now? If not, how could you form one?

4. Walk your talk. Authentic character is a gift worth sharing especially if you're in a leadership role.

1. Are you intentionally modeling character at work and at home?

2. What are you doing to pass along your values about character to others?

Look at all the responses you've written about character. How has your character affected your relationships and leadership choices?

Write down what you've just learned about your character and anything you want to change.

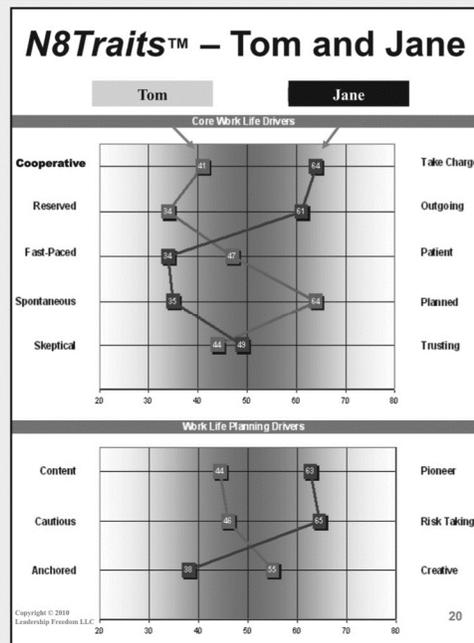
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TAKE THE NEXT STEP IN YOUR LEADERSHIP JOURNEY

LeadingWithHonor.com has tools and resources to help you and your team lead with honor –

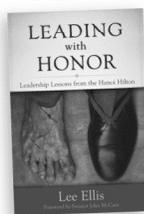
The **N8Traits™ Profile** reveals your authentic self, for working at your very best. You'll discover your natural “go-to” behaviors, providing powerful information for self-management, building relationships, and leading others.

You will discover your strongest behavioral talents and the key influencers you are most likely to use in making leadership and life decisions. The report includes your key strengths and struggles and your relationship essentials. Additionally, you'll receive beneficial suggestions on how to relate to others more effectively to improve your leadership, communications, and teamwork.



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