



**HEROES
HOW TO DEVELOP
CHARACTER AND VALUES**

www.focuslifeinstitute.com

Facilitator Guide

INTRODUCTION

Our number one objective in the HEROES Values and Character Development course is to provide individuals with an advantage within school or the workplace by operating in these six core values producing favor and advancement.

Begin by opening up the website at (www.focuslifeinstitute.com) and show the students the online e-course.

- The first thing they will need to do is to register, add their email and their username and create a password (make sure they write down their password and keep it in a safe place to be able to enter back into the website).
- Once they register, they will be able to go into the tool and go to menu bar and My Course Material and My Courses .
- Under My Courses will be located the course or courses purchased.
- My Courses - they will only have access to HEROES Values and Character Development

Once they click on the course, they will be directed to a paragraph entitled IMPORTANT.

Please have the student or child download the interactive PDF into a location that they can review and interact with during course. All notes, answers to questions for each session will be located in this PDF document. It is important to maintain this document and know where it is located.

We encourage you to review the information on the front page of the course by reviewing each section during the initial class and then move quickly into the Introduction section that provides more details. We know that many students want to do things easy, but this section will provide you with additional details of each section.

Outcomes

Values are defined as person's principles or standards of behavior. We have lost many values in our society; however, employers are looking to hire and promote those individuals that have a high value system. In this course, we will review and define The H.E.R.O.E.S. Effect which provides instructions of how to apply the values of H – Honor, E – Excellence, R – Responsibility, O – Order, E – Expectation and S – Servanthood. These are lacking in the workplace to motivate employees to go beyond what they are asked to do and increasing productivity, efficiency and profitability. Included is the e-book the HEROES EFFECT. Each session will provide details pertaining to the outcomes for the student .

The HEROES Leadership course was created for individuals to help them become prepared for the demands of the workplace and help those to advance that are already employed in the workplace. I recommend they read the attached e-book on The HEROES Effect before they review each session. Within the book, I have related practical areas where they can create an action plan to focus on improving a specific area in their life. As a facilitator, you might want to use some of these practical examples in a discussion time with your students.

According to employers, graduates are not prepared for the workplace. Many companies have reported that graduates lack soft and critical thinking skills, exhibit poor work ethics, feel entitled and are not Job "Happy." In this session we will review virtues that have been lost in our current society. Our society has a fantasy with superheroes. Movies that have a superhero theme have grossed more dollars than most other films. It seems that superheroes have become our role models since they always come out on top. However, in this session, we want the participant to become a hero and implement these virtues in both their personal and professional lives.

The outcomes in this session will be as follows: For the participant to understand how to operate in the principles of honor, excellence, responsibility, order, expectations, and servant hood in both their personal and professional lives.

Please review the opening introduction on the HEROES principle with the participant. We live in a world full of dishonor and we want to participant to begin to walk in honor that will produce great favor for their life.

In the first session, have the student take the HEROES Profile and capture their results. This will help them develop an action plan at the end and identify those values they need to work on in their life to have an advantage over their peers.

Please review the session on Honor including the example and practical application. As the facilitator, please list examples of how you have been honored or dishonored in your life. Asked a participant to share the times they have been honored or dishonored and what their reaction was. The key in this session is to help them identify opportunities to honor people within their sphere of influence. The results of honoring people will produce greater levels of rewards. Example - our church has an honor service once a year to honor those individuals who have made an impact within our community.

Please review the session on excellence. Excellence is doing something well, to the best of your ability. In order to walk in excellence, you must determine and choose to do so. Most people settle for average and do not do a complete and thorough job in what they are called to do. Our assignment is to help the participant begin to do all things with the spirit of excellence. Example - one way to make sure that you operate in the spirit of excellence is to make sure you understand the expectation from those who have given you a task. Once your addenda far the task, then the spirit of excellence will do above and beyond the call of duty. Please relate your experiences with the participant regarding excellence.

We live in a society that has an entitlement spirit. Many people believe that the government or other agencies owe them something. However personal responsibility is a critical part of becoming successful in life. Those individuals who take personal responsibility for the life do not wait for something to come their way but look or circumstance, they take the initiative. Please review the information on responsibility, example and the practical application in this session.

The next session is the virtue of order. Someone who is orderly is one who is peaceful and well behaved. Someone who is out of order usually operates in strife that causes friction, disunity, and conflict. As mentioned in my example, most companies have a code of contact policy and each individual must sign that every year. If an employee goes outside

the company's roles within the code of conduct, severe discipline and possible loss of employment will occur. Please review the session on being in order including the example and practical application.

Let's review the area of expectation. The news media is saying that young people will never be able to attain the levels of success of their parents. However, expectation is a belief or in anticipation that something will come to pass based on the participants investment. If the participant has an S or C focus behavioral style, you may want to spend some time helping them increase this area of expectation. Over 69% of the population has an S focus behavioral style and is pessimistic and does not expect things to happen. In the same way over 17% of the population has a C focus behavioral style and they sometimes look at the negative rather than the positive. Please make sure the participant understand that those with a high level of expectation will go to further in life than those who are pessimistic and lack a spirit of expectation. Please review the information on expectation and the practical application.

The final session is entitled servanthood. A servant is one who performs duties to serve others. In this session we want to make sure the participant understands how to serve others in today society. According to statistics, the millennial generation is more concerned about themselves than others. Please review the example and practical application section.

ACTIVITY/PROCESS

Example: I have operated in these virtues and I have personally seen much favor come my way. When you operate in the HEROES Principle, you will see changes in how people treat you.

Experiences

- Have the participant review any area in the HEROES Principle that they feel confident that they are implementing in their current environment.
- Have the participant review one or two areas that they need to work on in the HEROES Principles.
- Ask the participant to ask friends or family members to critique these six areas in their life and identify specific areas where others feel they need to improve on.
- As the Facilitator, please provide your experiences within your life that can help them overcome any weakness in the HEROES Principle.
- Action Plan: In order to begin to change your behavior in the HEROES Principle, I recommend they work on one area for a period of 30 – 40 days then take on another area. By applying these virtues for 6 – 12 months, it will produce God's favor in their life! Favor puts you on the front line and helps you fulfill your destiny.

EVALUATION

Answer the following questions:

- Does each participant have a clear understanding of the HEROES Principle?
- Does each participant understand which principles they need to work on in the next 6 months?
- This section would be another opportunity to find an accountability partner and have them work together to improve in operating in these virtues.

CONCLUSION

Please make sure you stress the importance of these virtues. When you begin to apply the HEROES Principle, you will begin to experience favor in your life. Favor is approval, support, popularity or preference to a person or group. Favor makes you irresistible and attracts others to you. Favor takes you to the top of your sphere and makes you look good. When you see favor comes into your life, you begin to draw others to you, to be like you, hang around you and follow you. Favor is a powerful force that will bring important people to you. Favor will have people seek you out to invest in your dreams and ask how they can help you become even more successful. Favor won't always come immediately. You have to put these principles in motion until it becomes a lifestyle.

Summary

Please review the summary area of each of the sessions involved with this course.

Thank You!