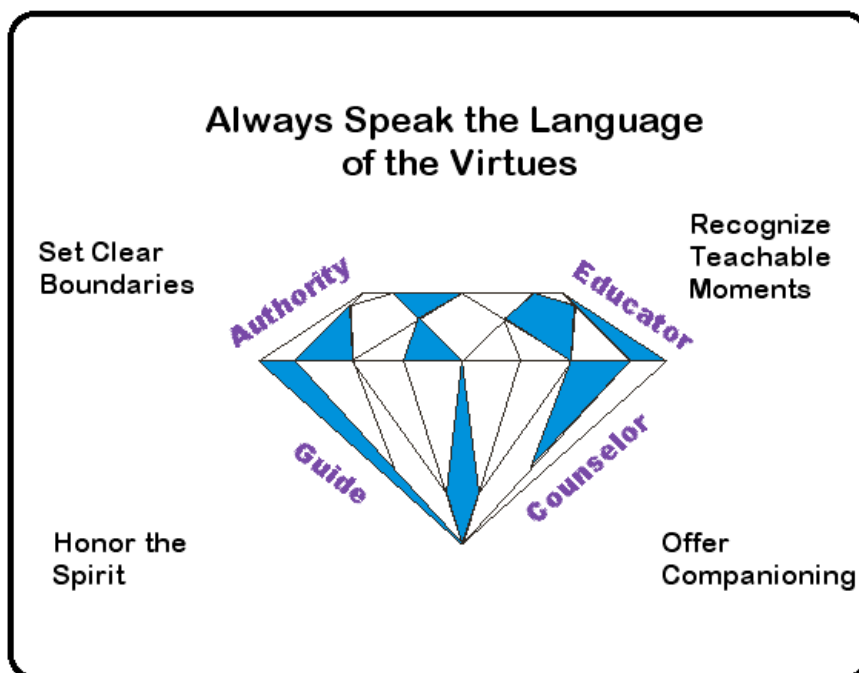




THE VIRTUES PROJECT™
Bringing Virtues to Life

Teaching & Learning with Joy, Meaning & Purpose



“Our calling is where our deepest gladness and the world’s hunger meet.”

~Frederick Buechner

Facilitated by
Dara Feldman, Virtues Project Master Facilitator
Dara@DaraFeldman.com
www.darafeldman.com
301-529-1302



GEMS I WANT TO REMEMBER...



Fundamental Hypothesis

“The fundamental premise of restorative practice is that people are happier, more cooperative and productive, and more likely to make positive changes when those in authority do things **WITH** them, rather than **TO** them or **FOR** them.”

~Ted Wachtel, International Institute for Restorative Practices





Virtues: The Gifts of Character

- | | |
|----------------------|------------------------|
| Assertiveness | Integrity |
| Caring | Joyfulness |
| Cleanliness | Justice |
| Commitment | Kindness |
| Compassion | Love |
| Confidence | Loyalty |
| Consideration | Moderation |
| Cooperation | Modesty |
| Courage | Orderliness |
| Courtesy | Patience |
| Creativity | Peacefulness |
| Detachment | Perseverance |
| Determination | Purposefulness |
| Diligence | Reliability |
| Enthusiasm | Respect |
| Excellence | Responsibility |
| Flexibility | Self-Discipline |
| Forgiveness | Service |
| Friendliness | Tact |
| Generosity | Thankfulness |
| Gentleness | Tolerance |
| Helpfulness | Trust |
| Honesty | Trustworthiness |
| Honor | Understanding |
| Humility | Truthfulness |
| Idealism | |

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The Virtues Project



Bringing Virtues to Life

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CHARACTER STRENGTHS: OUR TRUE SOURCE OF POWER

Acceptance	Fidelity	Passion
Accountability	Flexibility	Patience
Appreciation	Forbearance	Peacefulness
Assertiveness	Forgiveness	Perceptiveness
Awe	Fortitude	Perseverance
Beauty	Friendliness	Purity
Caring	Generosity	Purposefulness
Certitude	Gentleness	Reliability
Charity	Grace	Resilience
Cheerfulness	Gratitude	Respect
Cleanliness	Helpfulness	Responsibility
Commitment	Honesty	Reverence
Compassion	Honor	Righteousness
Confidence	Hope	Sacrifice
Consideration	Humanity	Self-discipline
Contentment	Humility	Serenity
Cooperation	Idealism	Service
Courage	Independence	Simplicity
Courtesy	Initiative	Sincerity
Creativity	Integrity	Steadfastness
Decisiveness	Joyfulness	Strength
Detachment	Justice	Tact
Determination	Kindness	Thankfulness
Devotion	Love	Thoughtfulness
Dignity	Loyalty	Tolerance
Diligence	Mercy	Trust
Discernment	Mindfulness	Trustworthiness
Empathy	Moderation	Truthfulness
Endurance	Modesty	Understanding
Enthusiasm	Nobility	Unity
Excellence	Openness	Wisdom
Fairness	Optimism	Wonder
Faith	Orderliness	Zeal
Faithfulness		



THE FIVE STRATEGIES

The Five Strategies of The Virtues Project™ inspire individuals to live more authentic, joyful lives, families to raise children of compassion and integrity, educators to create safe, caring and high performing learning communities, and leaders to inspire excellence and ethics in the workplace.



1. Speak the Language of Virtues

Language has the power to inspire or to discourage. Using virtues to acknowledge, guide, correct and thank awakens the best within us.

What are your strength virtues? What are your growth virtues?



2. Recognize Teachable Moments

Recognizing the virtues needed in daily challenges helps us to become lifelong learners open to the lessons of character.

What lessons are you learning at this time in your life?



3. Set Clear Boundaries

Boundaries based on respect and restorative justice create a climate of peace, cooperation and safety in our homes, schools and communities.

What boundaries do you have? What boundaries do you need?



4. Honor the Spirit

We sustain our vision and purpose by integrating virtues into our activities, surroundings, celebrations and the arts.

How do you honor your personal spirit and the spirit of your group?



5. Offer Companionship

Being deeply present and listening with compassionate curiosity guides others to find clarity and to create their own solutions.

How well do you listen to others, to yourself? What really needs to be heard?



HOW TO SPEAK THE LANGUAGE OF VIRTUES



THERE ARE USUALLY THREE ELEMENTS OF A VIRTUES STATEMENT:

- 1) an opening phrase
- 2) a virtue
- 3) how the virtue is being shown or needs to be shown.

---TO ACKNOWLEDGE AND THANK---

When you see someone demonstrating a virtue, especially a growth virtue.

I acknowledge your	<i>determination</i>	in completing this huge task.
It was	<i>generous</i>	of you to share lunch with your friend.
I honor your	<i>reliability</i>	being here on time everyday.
You demonstrated great	<i>courage</i>	giving your presentation to the class.
Thank you for your	<i>flexibility</i>	meeting with me after school hours.

---TO GUIDE--

When you are inviting someone to call on a virtue.

Please be more	<i>diligent</i>	in completing your homework.
We need to be	<i>respectful</i>	when listening to what each person says.
Who will be	<i>courageous</i>	and volunteer to tackle this project?
I encourage you to be	<i>honest</i>	and tell me what is on your mind.
I appreciate everyone's	<i>patience</i>	waiting quietly for lunch.

---TO CORRECT--

After there has been a mistaken behavior and you are bringing someone back to a virtue.

Please be	<i>reliable</i>	and come to the meeting on time.
We need everyone to	<i>cooperate</i>	and fully participate.
What would help you be	<i>purposeful</i>	and complete this task?
There needs to be	<i>justice</i>	What would be fair to both of you?
Please be	<i>orderly</i>	and put things back after using them.

Write your own virtues statement below. Check to see that it has all 3 elements.



RECOGNIZE TEACHABLE MOMENTS



“In all situations, it is my response that decides whether a crisis will be escalated or de-escalated and a child (person) humanized or de-humanized” -*Haim Ginott*

Turn stumbling blocks into stepping stones, by taking personal responsibility to clear up mistakes, by being open to learning from challenges and by replacing shaming with naming virtues.

ACT with TACT is very useful in giving feedback to children and adults, in addressing goals or behaviors. It is a tool used by managers to give performance feedback to employees. In doing this, you are making a “positivity sandwich”. You are using the power of Virtues Language.

Always remember that humility is the goal, not humiliation.

What gift of character are we really calling people to when we say...

- | | |
|--|------------------------|
| 1. Why are you always late? | A. diligent/excellence |
| 2. Stop talking and get back to work! | B. orderliness |
| 3. Who left all these papers all over the place? | C. reliability |
| 4. This is unacceptable, do it again! | D. purposefulness |

RENAMING AND REFRAMING

1. Think of someone whose behavior challenges you. _____
2. Rename their basic character trait as a virtue: _____
e.g. stubbornness = determination TRAIT TO VIRTUE
talking back = honesty
3. Identify the virtue you want to encourage them to practice. _____
4. Put it in a positive sentence.

“Javier, I hear your determination to get an extension on your project.
What will help you to be understanding that we cannot make exceptions to the rules?”



ACT with TACT



Positivity Sandwich

1. Tell the individual about qualities and behaviors in them that you **APPRECIATE**, naming their **Strength Virtues**.

*"I see your **enthusiasm**, wanting to get right to work."*

2. Tell the person what you feel would be helpful to **CHANGE** or **CORRECT**, naming their **Growth Virtues**.

*"Please be **orderly** and hang up your back pack so your classmates and property are safe."*

3. Save some of the best for last by **THANKING** them for what you **most appreciate**. End on a positive note!

*"Thank you for your **cooperation** keeping our classroom safe and orderly."*

Create your own Positivity Sandwich.

Acknowledgement

Correction

Thank



SET CLEAR BOUNDARIES BASED ON RESTORATIVE JUSTICE



THE PROCESS OF RESTORATIVE JUSTICE

In the ideal process of restorative justice, individuals:

- Take *responsibility* for what they do in order to...
- Make *restitution*, which results in...
- *Reconciliation*, which is to make friends again, which...
- *Restores* the relationship and restores the offender to the community.

Forgiveness alone is not enough. Justice requires there be some amends, an action or gesture to fix the problem, with the offender taking responsibility instead of merely being punished. In the ideal situation there is also reconciliation restoring of friendship and contentment on all sides with the outcomes.

FOUR STEPS TO RESTORATIVE JUSTICE

1. Ask all involved what happened. Use how and what questions, not why.
2. Ask what virtue was missing to create the conflict.
3. Ask what it would look like if they had used the missing virtue.
4. Ask how they can make an amends.

SOCIAL DISCIPLINE WINDOW

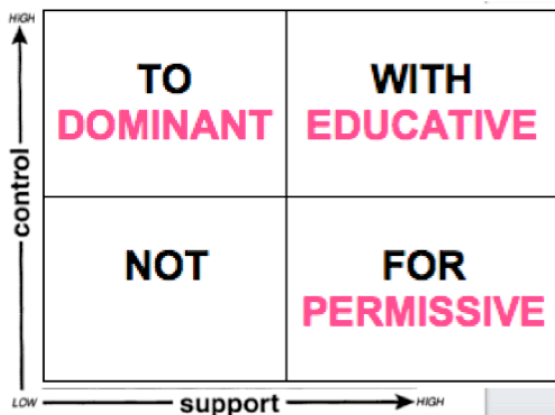
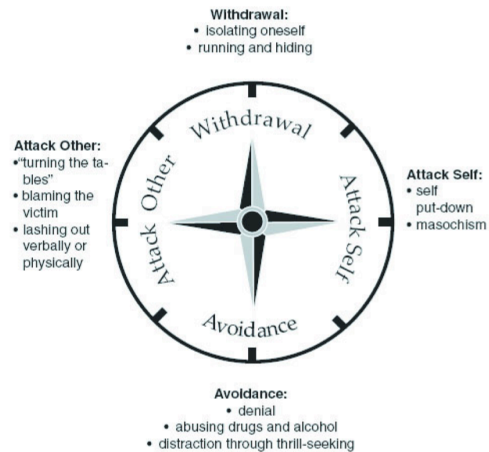


FIGURE 3 Simplified Social Discipline Window.

COMPASS OF SHAME



Reintegrative Shame:
Labeling the act, not the actor.
Separating the deed from the doer.



TEN GUIDELINES FOR EFFECTIVE GROUNDRULES



1. Be Moderate: Only have 4 or 5 rules.
2. Be Specific: Focus on the behaviors specific to your situation.
3. Be Positive: Base rules on virtues and word them positively when you can.
4. Establish specific, relevant consequences for bottom line behaviors
5. Make consequences Educative, not Punitive: Give an opportunity to make reparation.
6. Be Consistent: Be trustworthy ~ keep your boundaries.
7. Communicate Rules Clearly: Use visuals. Humor helps.
8. Be sure everyone understands the virtue involved when receiving consequences.
9. Make Ground Rules Non-Negotiable: Be sure that you can live with the rules and then keep them.
10. Be Assertive: Make your expectations clear.

OUR CLASS PROMISE

We are peaceful with our words and our actions.

We are responsible for one another and ourselves.

We are respectful of people and things.

We are enthusiastic learners and always work with excellence.

Create Your Own Personal, Family or Team Promise



HONOR THE SPIRIT OF AN INDIVIDUAL OR GROUP



The A.R.T. of Boundaries

Assertiveness

Do what is right for you

Respect

Be deeply present without
advising

interrupting

criticizing

teasing

rescuing

Trust

Be worthy of trust

What we say here stays here

Virtues Pick Directions

1. Choose a partner
2. First person reads their card aloud
3. Next they share how it resonates with them
4. Second person listens in complete and respectful silence
5. At the end the listener acknowledges a virtue they have recognized
6. Repeat for other partner

Example: *"I heard your compassion when you shared about the pain your families go through."*

WAYS TO HONOR THE SPIRIT

- Virtues Sharing Circles
- Celebrations
- Traditions
- Reflective Time
- Moments with Nature
- Service Learning
- The Arts
- Virtues Picks

List ways you honor your spirit:



LISTEN by Dr. Ralph Roughton



When I ask you
To listen
And you start
Giving advice,
You have not done what I asked.

When I ask you
To listen
And you begin
To tell me why I shouldn't feel the way I do,
You are trampling on my feelings.

When I ask you
To listen
And you feel
You have to do something to solve my problem,
You have failed me,
Strange as that may seem.

Listen.
All I asked you to do
Was listen,
Not talk,
Or do.
Just hear me.

I can do for myself:
I'm not helpless
Perhaps discouraged or faltering,
But not helpless.

When you do something for me
That I need to do for myself,
You contribute to my fear and weakness.

But, when you accept as a fact
That I feel what I feel,
No matter how irrational,
Then I can stop trying to convince you
And get on with understanding
What's behind that irrational feeling.

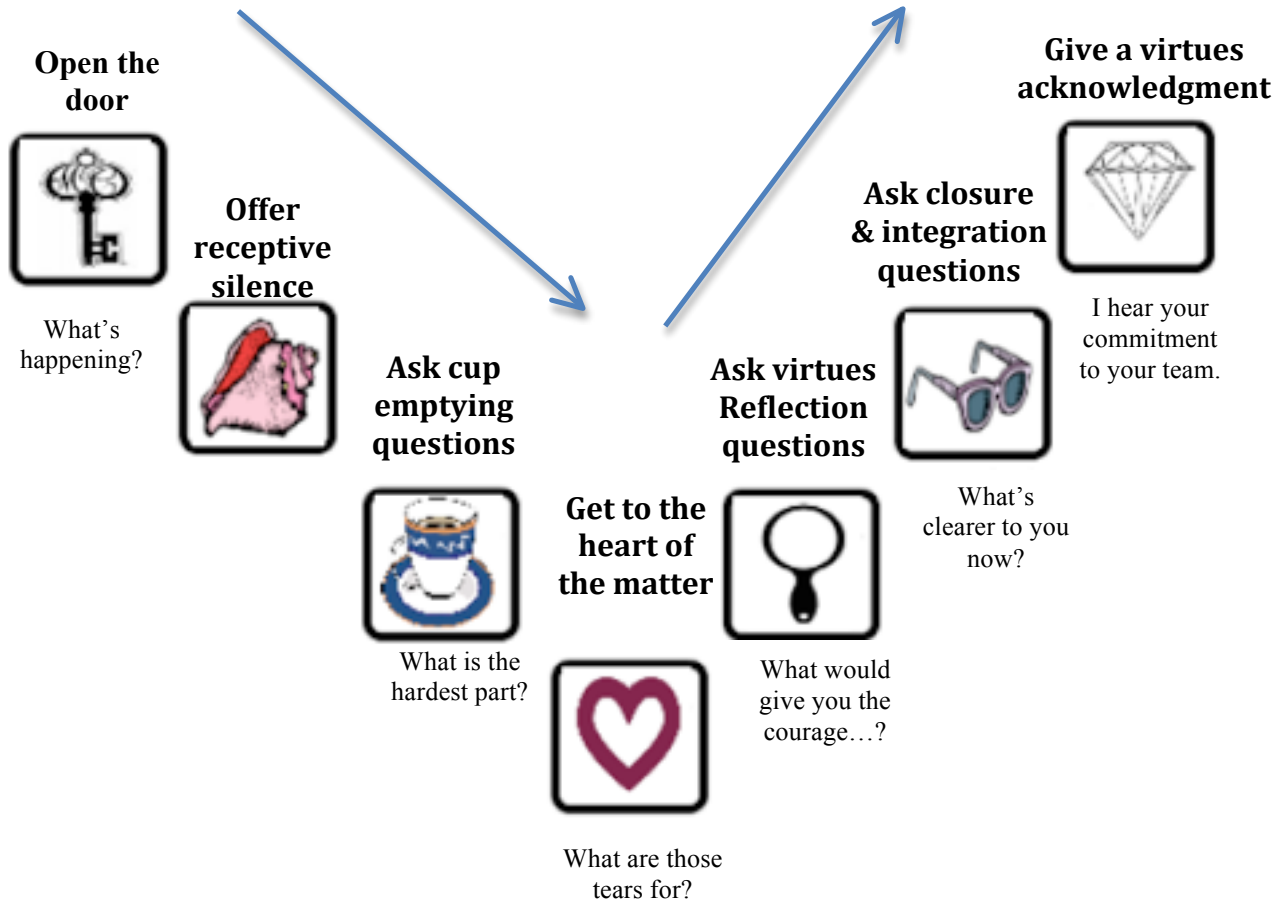
And, when that is clear,
The answers will be obvious,
And I won't need any Advice.



THE COMPANIONING PROCESS

FOLLOW

LEAD



Use the Virtues of Compassion and Detachment When Companioning

Compassion is understanding & caring when someone is hurt or troubled, even if you don't know them. It is wanting to help, even if all you can do is listen and say kind words. You forgive mistakes. You are a friend when someone needs a friend.

Detachment is experiencing your feelings without allowing your feelings to control you. Instead of just reacting, with detachment you are free to choose how you will act. You use thinking and feeling together, so you can make smart choices.



THE COMPANIONING PROCESS

This is a communication skill that:

- Requires deep listening
- Is most effective when we don't have an "agenda"
- Is meant to support and empower, not fix or rescue
- Primarily consists of silence and open-ended questions
- Requires trust in the other's process



Open the Door...

Use open-ended questions:

- *What's happening?*
- *What is it?*



Offer Receptive Silence

Give them the space to speak fully, to tell the whole story. Be fully present with deep concentration and compassionate curiosity. Shield yourself with detachment, so you can walk intimately with them without taking on their feelings.



Ask Cup-Emptying Questions

Follow their lead and ask questions that allow them to empty their cup and get to the heart of the matter.

Use *what* and *how* questions, not *why* or *which*.

"How was that for you?"

Take your cues from their words:

Speaker: *"I'm really worried."*

Listener: *"What worries you?"*

Speaker: *"I'm just not sure."*

Listener: Either remain silent or ask

"What are you unsure of?"



Focus on Sensory Cues

Concentrate on and even repeat words they use that involve seeing, hearing, feeling, sensing.

Speaker: *"It was the most beautiful sunset I ever saw."*

Listener: *"Beautiful..."*

Speaker holds arms over stomach.

"What are you holding?"

"What is happening in your stomach?"

Speaker is yelling, *"This place is so stupid!"*

Match their intensity. *"What's stupid about this place?"*

Speaker is crying: *"What are those tears?"*



Ask Virtues Reflection Questions

When they seem to have gotten to the heart of the matter or the core issue, ask a question that helps them to reflect on a virtue that will help them. About something that is frightening,

"What would give you the courage to ...?" or

"What would give you peace about this?"



Ask Closure & Integration Questions

"What was helpful about talking?"

"What's clearer to you now?"

"What did you appreciate about this meeting?"



Give a Virtues Acknowledgement

This is an essential step in restoring the speaker even if your companioning was brief and did not include all these steps.

"I appreciate your openness to explore this."



WHO IS USING THEIR VIRTUES TODAY?



A Virtues Scavenger Hunt

Directions: *In the next 3 minutes, find people who fit the following descriptions & give them a virtues acknowledgment. Replace “Someone who” with a stem that is authentic for you & then read the rest of the sentence. (You may have to change the verb tenses.)*

I see you...”

You...”

I want to acknowledge for...

1. Someone who showed caring by hugging someone today.
2. Someone who used determination by traveling over 30 miles to get to work.
3. Someone who used courtesy by holding the door open for someone else.
4. Someone who used joyfulness by singing in the shower or the car.
5. Someone who used humility by making an apology this past week.
6. Someone who practices unity by having friends of a variety of cultural, racial and religious backgrounds.
7. Someone who used generosity by making a donation of time or money to a worthwhile cause this past week.
8. Someone who used cleanliness by taking out the garbage.
9. Someone who used enthusiasm by being very excited about coming to this workshop today.
10. Someone who has been using excellence by speaking the language of the virtues today.
11. Someone who used orderliness by straightening their desk or other personal belongings this week.
12. Someone who used detachment by not taking something personally.



VIRTUES IN EVERYDAY LIFE ACTIVATOR



1. Ladies and _____ men
2. A famous song by Aretha Franklin: _____
3. A mechanic will give you a _____ car while yours is in for repair
4. _____ teeth are often removed
5. A doctor's client' is called a _____
6. "Everything in _____"
7. A "_____ period" is the period of time after a due date (e.g. library books) before the consequences are enforced'
8. The Red Cross is an example of a registered _____
9. Which virtues (a.k.a. components of fitness) are required in order to excel at these sports:
 - gymnastics _____
 - marathon _____
 - weight lifting _____
10. Water that is *un*contaminated is _____
11. A song by Peter Andre: Show no _____
12. A petrol station is also called a _____ station
13. The 4th of July is America's Day of _____
14. "_____ is the best policy"
15. Sign in a shop: "All care taken but no _____"
16. Batman and _____ Woman
17. "_____ is a virtue"
18. "Please accept this as a token of my _____"
19. If you want to get married, a _____ of the _____ can do this for you.



INTERACTIVE INTERVIEW



Directions: Choose a partner and take turns interviewing one another. Do not write or take notes. Just be present and listen.

1. Name someone you admire. This person may be a figure in history or a person in your life. What is the core virtue this person practices? What attracts you to this virtue?
2. Name one of your own strength virtues, one that is strong and well-developed in you. Say a few words about how you live it.
3. Name a virtue you would like to grow, one that is underdeveloped in you. Say a few words about how it is needed in your life.
4. What is one of the biggest challenges in your life right now? What virtue would help you meet that challenge?
5. What are your hopes for the semester?
6. What is a source of joy in your life at this time?
7. Virtues Acknowledgment: Interviewer, please give your partner a virtues acknowledgment by telling them a virtue you notice in them and specifically how you see it.

“I want to acknowledge you for the virtue of _____ and the way you show it is _____.”

Taken from The Virtues Project Educator's Guide page 43.



HOW ARE YOU REALLY?



“The unexamined life is not worth living.” ~Socrates

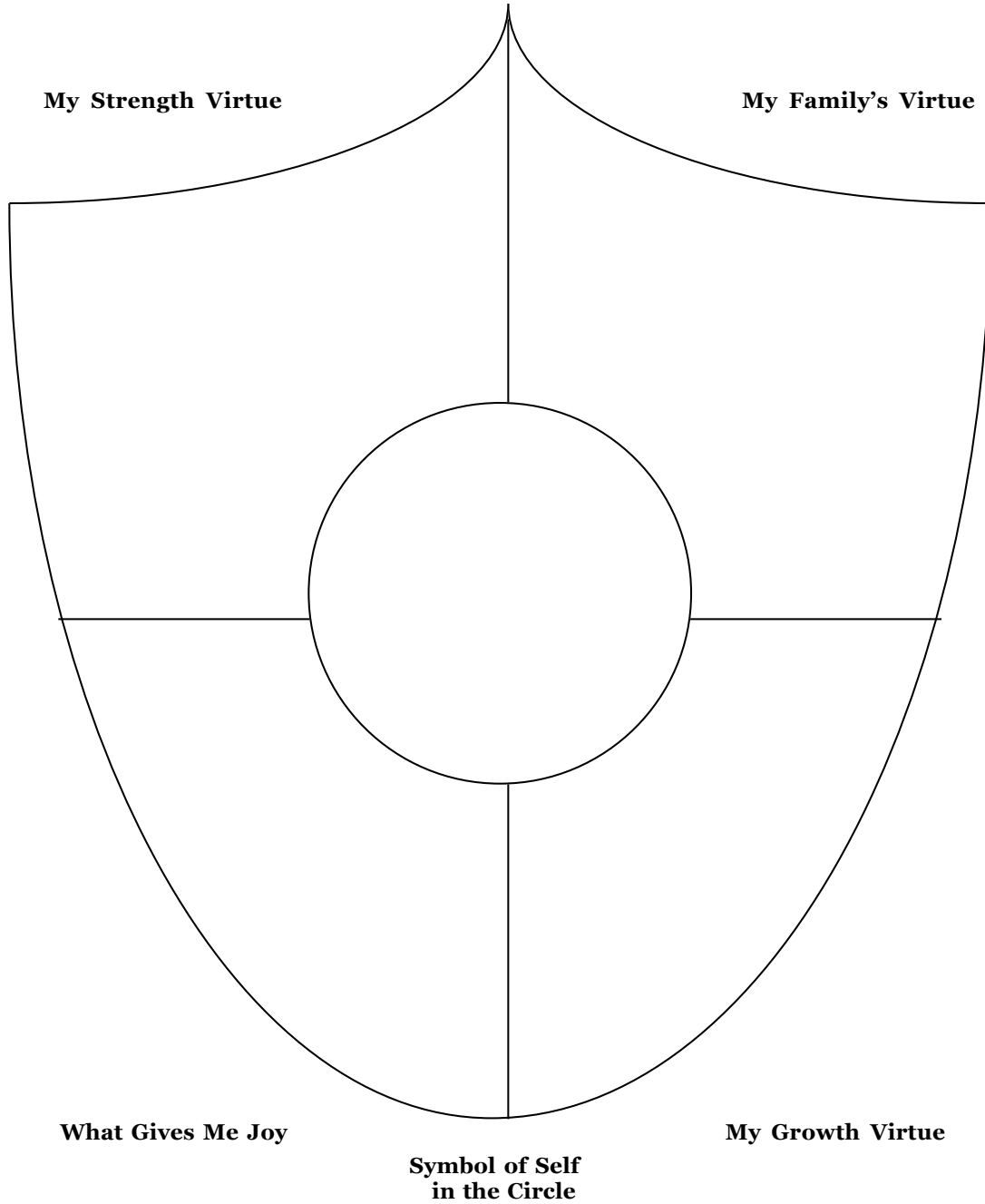
Directions: Choose a partner and take turns interviewing one another, asking all nine questions of one person, and then switching roles. Be present to one another without writing.

1. How do you spend your time and energy? What “hats” or roles do you wear?
2. In three words, how are you, really?
3. On a scale of 1 to 10 (10 being highest), what is your current stress level?
4. What stresses you? What is one of your biggest challenges? Is there any aspect of your life that feels overwhelming?
5. How is your fatigue level at this time, on a scale of 1 to 10?
6. What in your life nurtures you emotionally and spiritually? What activities give you a sense of joy and well-being?
7. Name 3 virtues that are strong in you. How do you live them?
8. Name 3 virtues that are underdeveloped in your life now? What would it be like to have them in balance in your life?
9. In seeking balance in your life, describe one change or boundary that would make a great difference?

Interviewer, please give your partner a VIRTUES ACKNOWLEDGMENT



Personal Virtues Coat of Arms



A GIFT I AM TAKING



A COMMITMENT I AM MAKING

