



Family Overview



PARTICIPANT GUIDE



LeaderinMe®





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For nearly three decades, FranklinCovey Education, a division of FranklinCovey, has been one of the world's most prominent and trusted providers of educational leadership programs and transformational processes. Our mission is to enable greatness in students, teachers, and schools everywhere. The FranklinCovey Education team is primarily composed of outstanding former teachers and administrators from various educational levels and entities.

FranklinCovey is a global, public company specializing in performance improvement. We help organizations and individuals achieve results that require a change in human behavior. Our expertise is in seven areas: Leadership, Execution, Productivity, Trust, Sales Performance, Customer Loyalty, and Education.

For more information about *Leader in Me* or other FranklinCovey Education offerings, please email: educate@franklincovey.com or call: 888-868-1776.

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Welcome Families

Welcome to *Leader in Me*[®].

Our school has chosen to embark on an exciting journey for students and staff. Since families are a vital part of the journey, we feel it important to introduce you to what *Leader in Me* is and why it is so beneficial for today's students.

Leader in Me is research-based and time-tested. It is being implemented in more than 4,000 K-12 schools and over 50 countries. It was endorsed by the Collaborative for Academic, Social, and Emotional Learning (CASEL) as a SElect program, and was named the Number One Provider of SEL Change Management and Top-Five Provider of SEL Professional Development and SEL Curriculum by the Tyton Partners in 2020.

We are thrilled to have your family join us for the journey.

Welcome to a global *Leader in Me* community.

“Family is the most important organization in the world.”

—Dr. Stephen R. Covey

Origins and Purposes

Leader in Me is based on the work of Stephen R. Covey. Dr. Covey authored the bestselling classic, *The 7 Habits of Highly Effective People*, which has sold more than 40 million copies worldwide. Top leaders in virtually every industry have been taught the 7 Habits®, and now the same habits of personal and interpersonal effectiveness are being taught at our school.

When asked what they want from a school, parents answer that they want their child 1) to become *independent*, self-reliant; 2) to become *interdependent*, able to get along with others; and 3) to make meaningful contributions in their family and community. To these ends, *Leader in Me* focuses on three vital areas:

Leadership

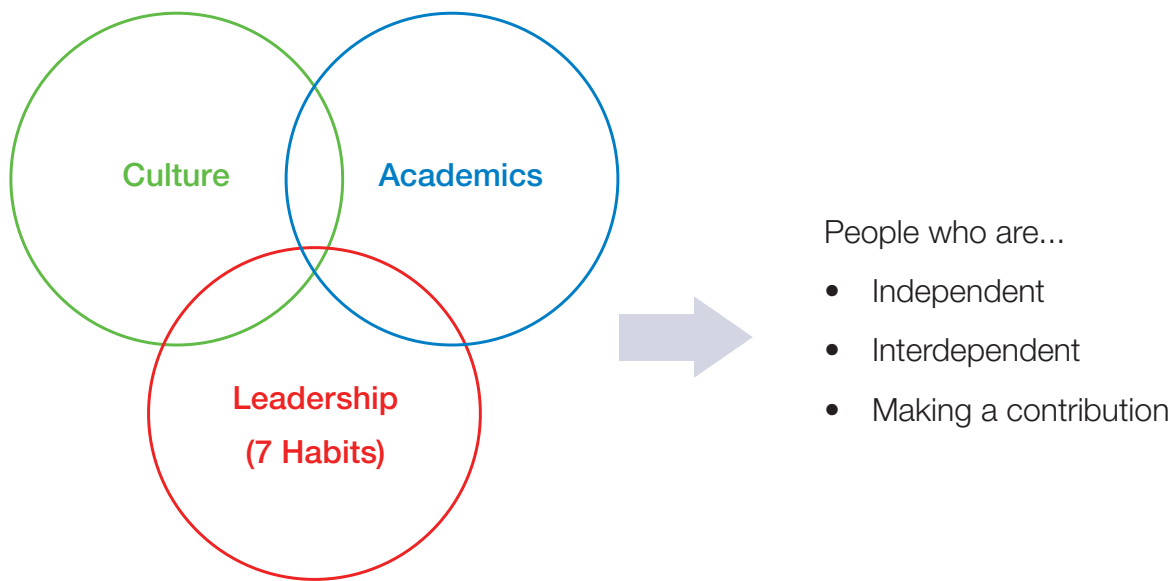
Students are taught principles of leadership, including the 7 Habits and other world-class leadership skills.

Culture

Leader in Me involves all students in building a school culture where students feel safe, empowered, and receive equitable learning.

Academics

Whereas many schools set goals, *Leader in Me* offers a four-step process for achieving individual, classroom, and schoolwide goals.





5 CORE PARADIGMS

A paradigm is the way a person sees the world. Dr. Covey says that the best way to make lasting change is to start by working on our paradigms. *Leader in Me* is founded on 5 Core Paradigms.

Core Paradigm 1

Everyone Can Be a Leader

NOT THIS...

Only the top students can be leaders.

BUT THIS...

All students are given opportunities to develop and apply leadership skills.



Core Paradigm 2

Everyone Has Genius

NOT THIS...

A top few students are viewed as talented and gifted.

BUT THIS...

All students have traits, talents, and skills that can benefit the classroom and school.



Core Paradigm 3

Change Starts With Me

NOT THIS...

To improve a school, first the school system needs to be changed.

BUT THIS...

As individuals start by working to improve themselves, the whole school improves.



Core Paradigm 4

Empower Students to Lead Their Own Learning

NOT THIS...

Teachers are responsible for students learning.

BUT THIS...

Students are empowered to lead their own learning.



Core Paradigm 5

Educators and Parents Partner to Develop the Whole Person

NOT THIS...

Teachers focus solely on academic learning.

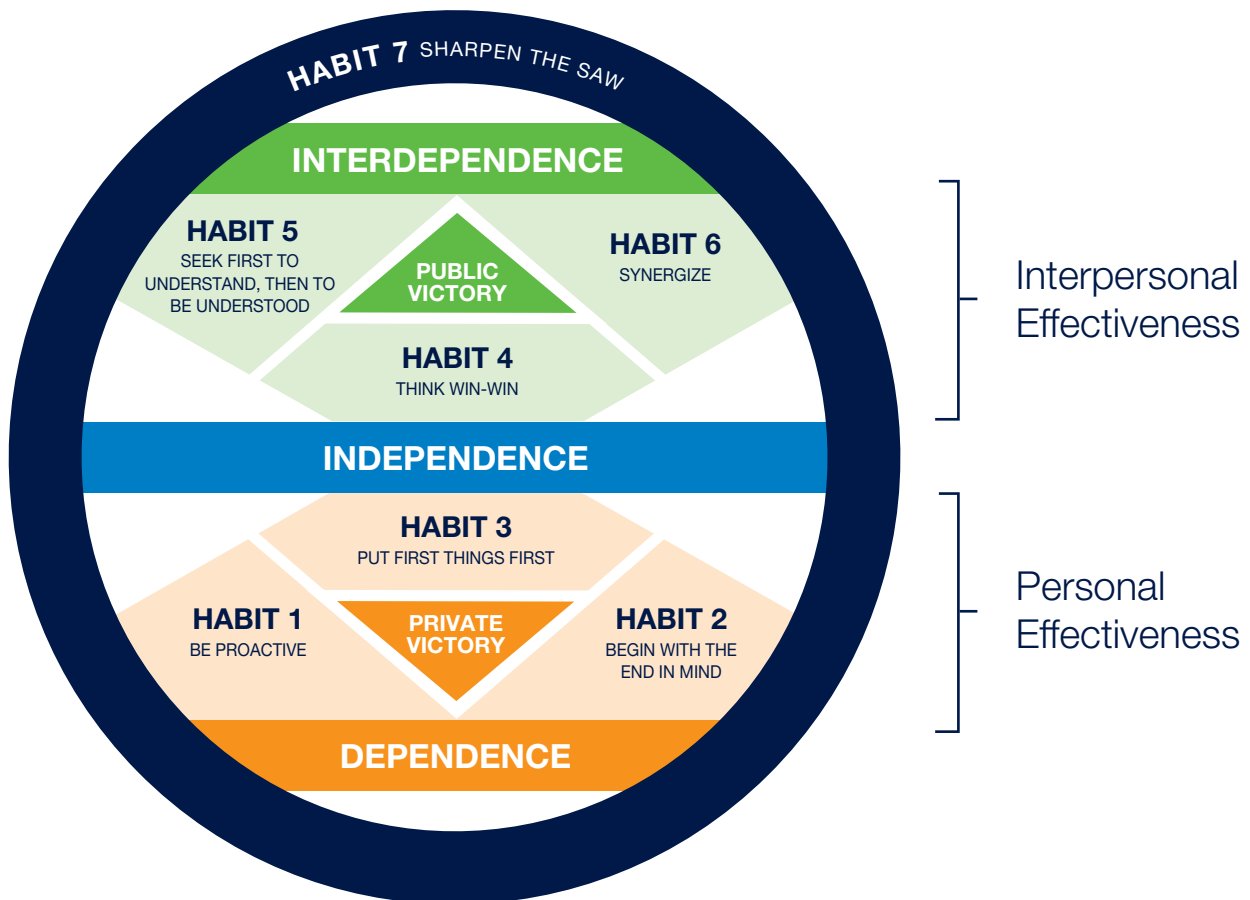
BUT THIS...

Teachers partner with parents to develop the whole child—body, mind, heart, and spirit.



The 7 Habits of Highly Effective People

There is a logical sequence and synergy to the 7 Habits. Habits 1–3 (Private Victory®) come before Habits 4–6 (Public Victory®), while Habit 7 renews and strengthens all the habits. The Private Victory precedes the Public Victory.



“The 7 Habits are at their best when they have a problem to solve.”

—Dr. Stephen R. Covey

Think of a challenge you or your family are facing. Write the challenge in the space below, then answer the questions at the bottom of each of the following seven pages.

The challenge I identified is:

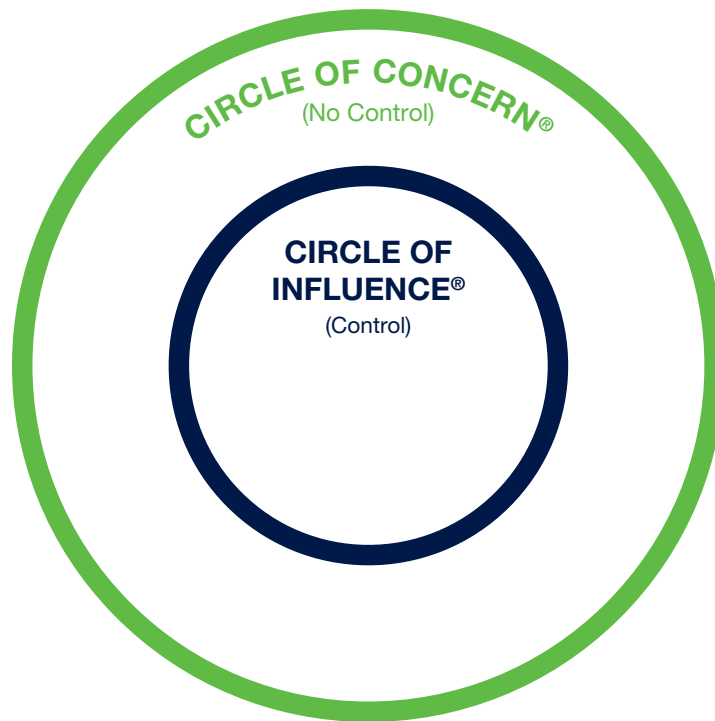
Habit 1: Be Proactive®

Habit 1 is the key to all other habits. Highly effective individuals and families:

- Take initiative to act on life rather than idly waiting for life to act on them.
- Do not make excuses or blame others for their mistakes.
- Stop, think, and choose proactive responses rather than “react” out of anger.
- Focus on what they can control, not on what they cannot control.

Your Circle of Influence®

Proactive people focus their time and talents on what they can control—especially themselves—and see their influence expand. Reactive people focus on things outside their control, such as trying to change others.



“Anytime you wrap your emotional life around the weaknesses of another person, you empower those weaknesses to control you.”

—Dr. Stephen R. Covey

Regarding the challenge I identified...

What is within my Circle of Influence?

What is within my Circle of Concern?


Habit 2: Begin With the End in Mind®

Highly effective people have clear purposes, values, and plans. They:

- Plan ahead and set goals.
- Are clear about what matters most to them.
- Have clear ideas about how they want to contribute to others' lives.
- Live by a personal mission statement that gives them direction.
- Begin projects with clear objectives.

A Sense of Purpose

A person would never think about building a large building without first creating a blueprint. Similarly, pilots always begin a journey with a flight plan. So why would any individual or family want to pursue life without a plan and sense of purpose—a blueprint for living?



“One of the most powerful things you can pass on to your children is a sense of building a life based on a mission.”

—Dr. Stephen R. Covey

Regarding the challenge I identified...

What are the desired outcomes I hope to achieve when the challenge is solved?

Habit 3: Put First Things First®

Highly effective people stay disciplined in achieving their priorities. They:

- Spend their time and energy doing what matters most.
- Say NO to things that are not important.
- Schedule their priorities, then stay true to their plan.
- Make time for their most important relationships.

Schedule the Big Rocks First

“Big Rocks” are the things that are most important in our lives. “Little Rocks” are tasks or activities that are less important or not important at all. Effective people schedule their Big Rocks first.



Not this...

...but this.

“Even when the urgent is good, the good can keep you from your best, if you let it.”

—Dr. Stephen R. Covey

Regarding the challenge I identified...

What are the one or two most important things you can do? When will I do it/them?

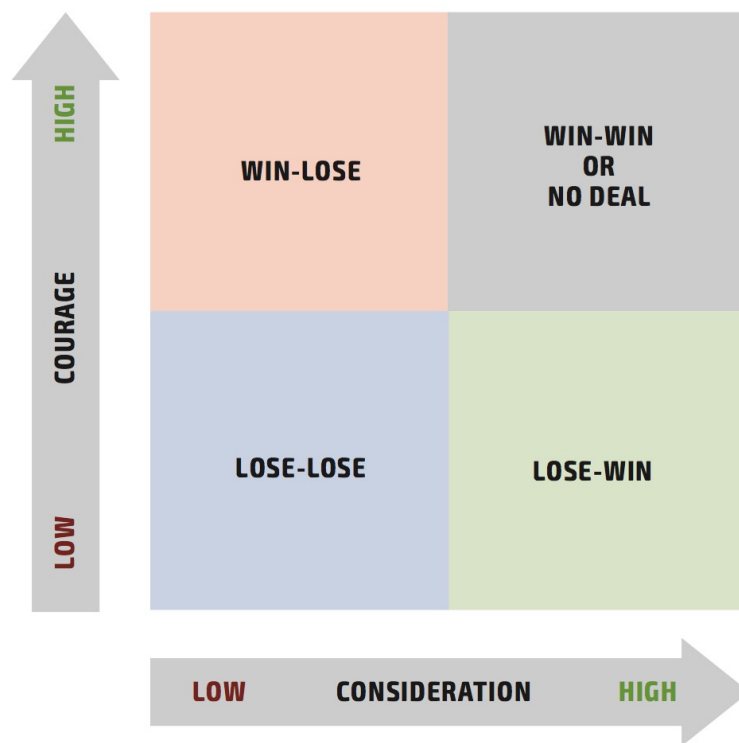
Habit 4: Think Win-Win®

Highly effective people think of others' needs, as well as their own. They:

- Balance *courage* for getting what they want with *consideration* for what others want.
- Make “deposits” in other people’s Emotional Bank Accounts.
- Look for Win-Win solutions when conflicts arise.
- Are happy for others’ successes.

Courage AND Consideration

Thinking Win-Win (not Win-Lose, Lose-Win, or Lose-Lose) requires as much **courage** to stand up for yourself as it does **consideration** for the needs of others.



“To go for Win-Win, you not only have to be nice, you have to be courageous.”

—Dr. Stephen R. Covey

Regarding the challenge I identified...

What would be a “win” for me?

What would be a “win” for others involved?


Habit 5: Seek First to Understand, Then to Be Understood®

Highly effective people are effective communicators. They:

- Listen to other people's ideas and feelings.
- Try to see things from others' viewpoints, not just their own.
- Listen without interrupting.
- Listen with their ears, eyes, and heart when things get emotional.
- They communicate their feelings and opinions with confidence and respect.

Diagnose Before You Prescribe®

Many people are guilty of malpractice when it comes to listening. They try to prescribe solutions without first diagnosing the problems.



“To judge someone before understanding him is a form of human rejection and feeds upon itself.”

—Dr. Stephen R. Covey

Regarding the challenge I identified...

What can I do to more fully understand the views of the other person(s) involved?

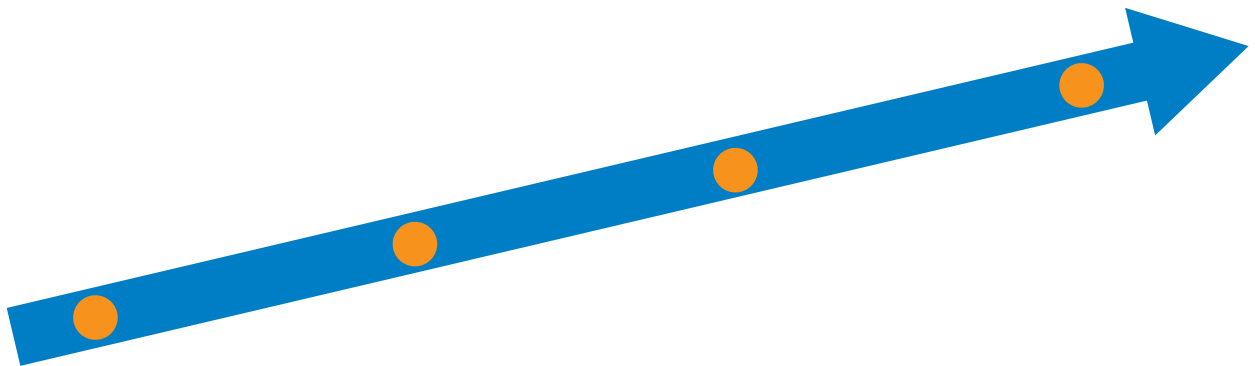
Habit 6: Synergize®

Synergy happens when two or more people work together to create better solutions than either would have created on their own. Highly effective people:

- Celebrate other people's strengths and learn from them.
- Get along well with others, even people who are different from them.
- Are team players.
- Seek out other people's ideas.
- Look for 3rd Alternatives: Not "my way" or "your way" but "our way."

Optimize Strengths; Minimize Weaknesses

Never define a family member by their weaknesses; always define them by their strengths. Look for ways to utilize and celebrate the differing strengths of people.



Discriminate against people due to differences.

Tolerate people's differences.

Value and utilize people's differences.

Celebrate people's different strengths.

"The essence of synergy is to value family members' differences—to respect them, to build on their strengths, to compensate for their weaknesses."

—Dr. Stephen R. Covey