



**Staff Alliance for
Intergovernmental Leadership**
A COMMITTEE OF CSG SOUTH



Creating a Culture of Excellence: How to Demonstrate Integrity and Manage Stress for Optimal Performance

One-on-One

Find a partner. Introduce yourself, and discuss:

- What are you most enthused about the SLC?
- What does integrity mean to you?
- What causes you stress and what do you do to manage your stress?

MAKING “SURFACE TO SUBSTANCE” CONNECTIONS

1. Have the **courage and curiosity** to connect — especially with those who are new or different.
2. Connect by asking questions that go **“from surface to substance.”**



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OPTIMAL PERFORMANCE — A SYNERGY OF:



INTEGRITY:
WITHOUT IT,
NOTHING WORKS



INTEGRITY: WITHOUT IT, NOTHING WORKS

- Integrity is like the Law of Gravity
- Integrity as wholeness - honor our word
 - Keeping our word – on time as promised
 - Inform parties when we can't keep our word as soon as we know – and clean-up any 'mess' created
- Integrity deals with oneself
- Integrity is a necessary condition for maximum performance
- Objects and systems have integrity – design, implementation and use
- Out-of-Integrity behavior impacts performance, reliability and workability



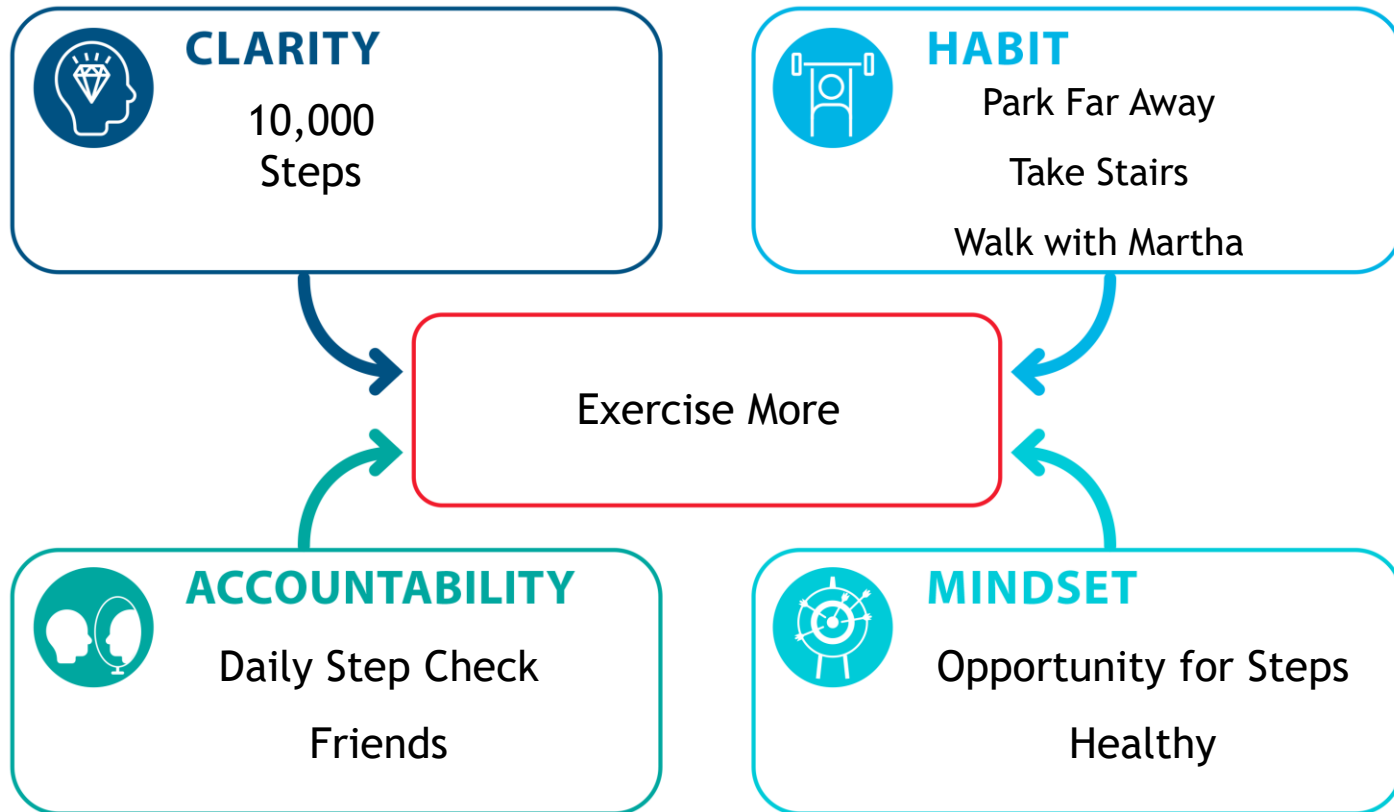
Clarity, Habit, Accountability, Mindset → Performance

LEADERSHIP PRACTICES FOR SHAPING CULTURE



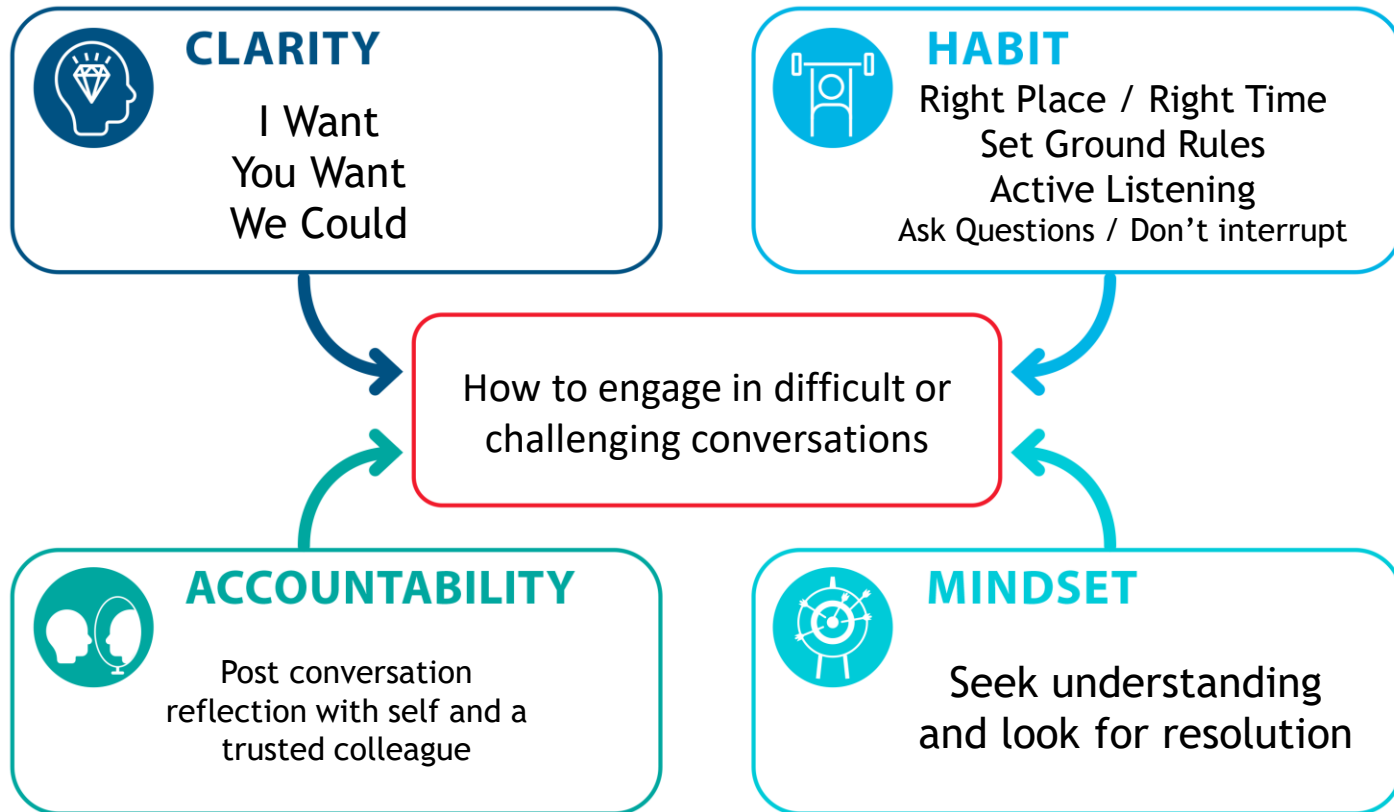


Clarity, Habit, Accountability, Mindset → Performance



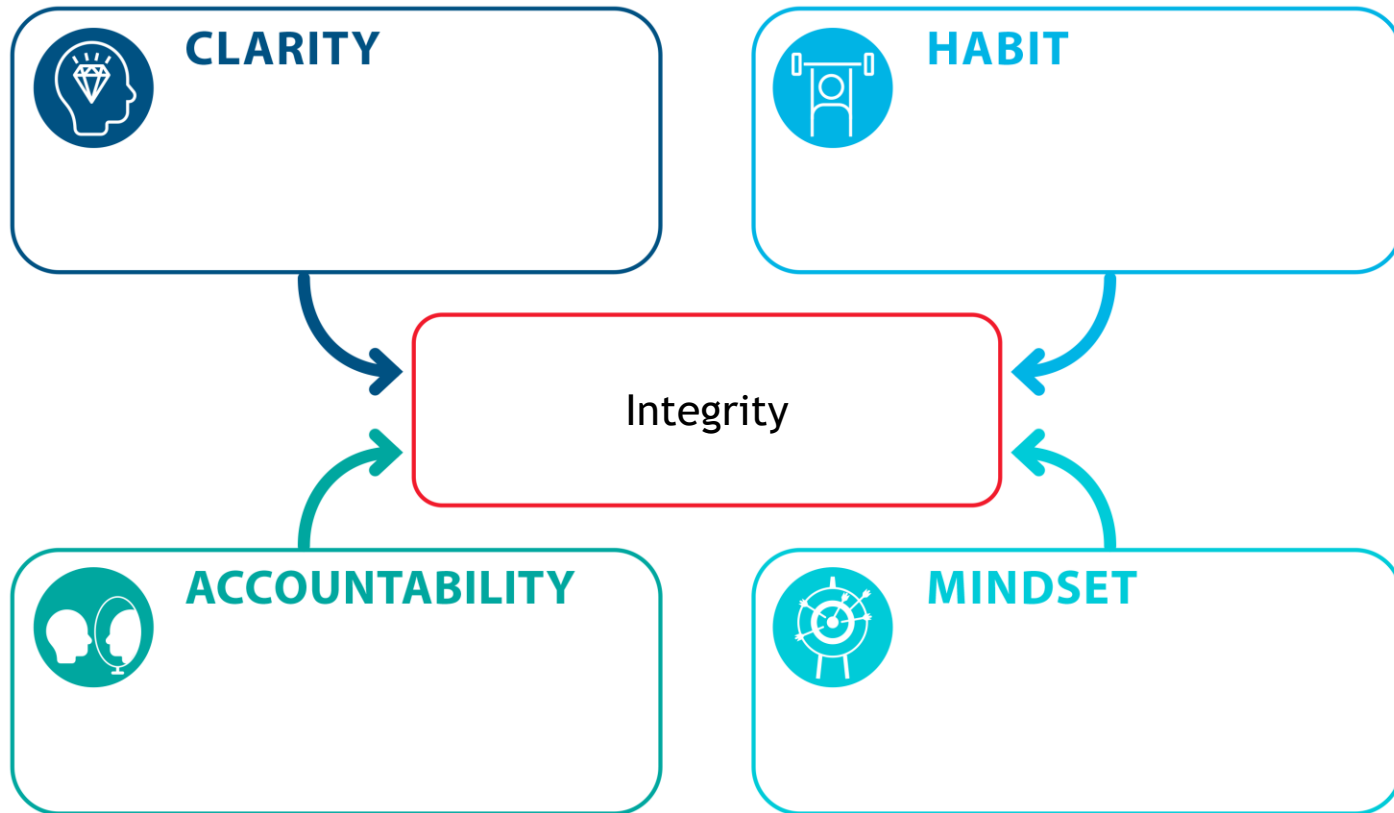


Clarity, Habit, Accountability, Mindset → Performance





Clarity, Habit, Accountability, Mindset → Performance



RULES OF AN ACTIVE CONSCIENCE

What NOT to do to keep your conscience as a guide for your integrity.

- » **Don't distort.**
Don't exaggerate or blow things out of proportion.
- » **Don't create an enemy.**
Don't avoid the truth by finding or creating an enemy to fight against.
- » **Don't play the victim.**
Don't rationalize to convince self or others that I/we are really the victim.
- » **Don't fan the flames.**
Don't get self/others fired-up so that emotion clouds reason.
- » **Don't be a gamer.**
Don't try to convince self/others that it isn't wrong, "just how the game is played."
- » **Don't let ego get in the way.**
Don't let "being right" interfere with "getting it right."





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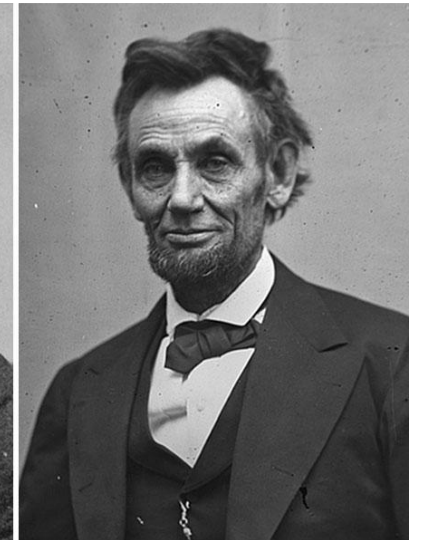
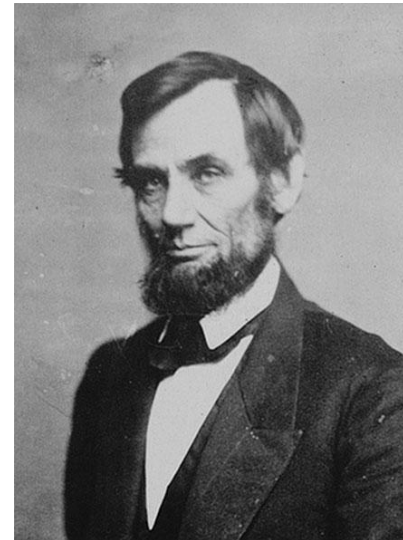
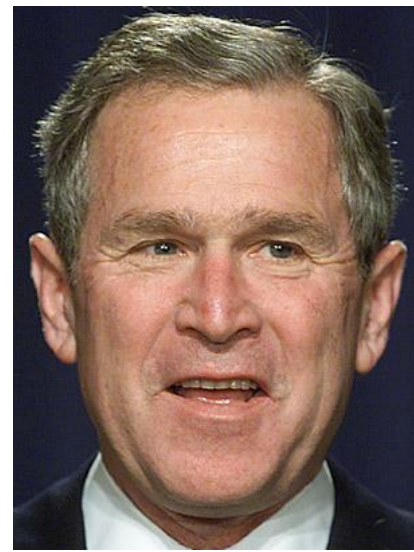


Stress Management Plan



Stress Exists – It is Real

The new science of stress is clear.
When you change your mind about stress
you can change your body's response to
stress.

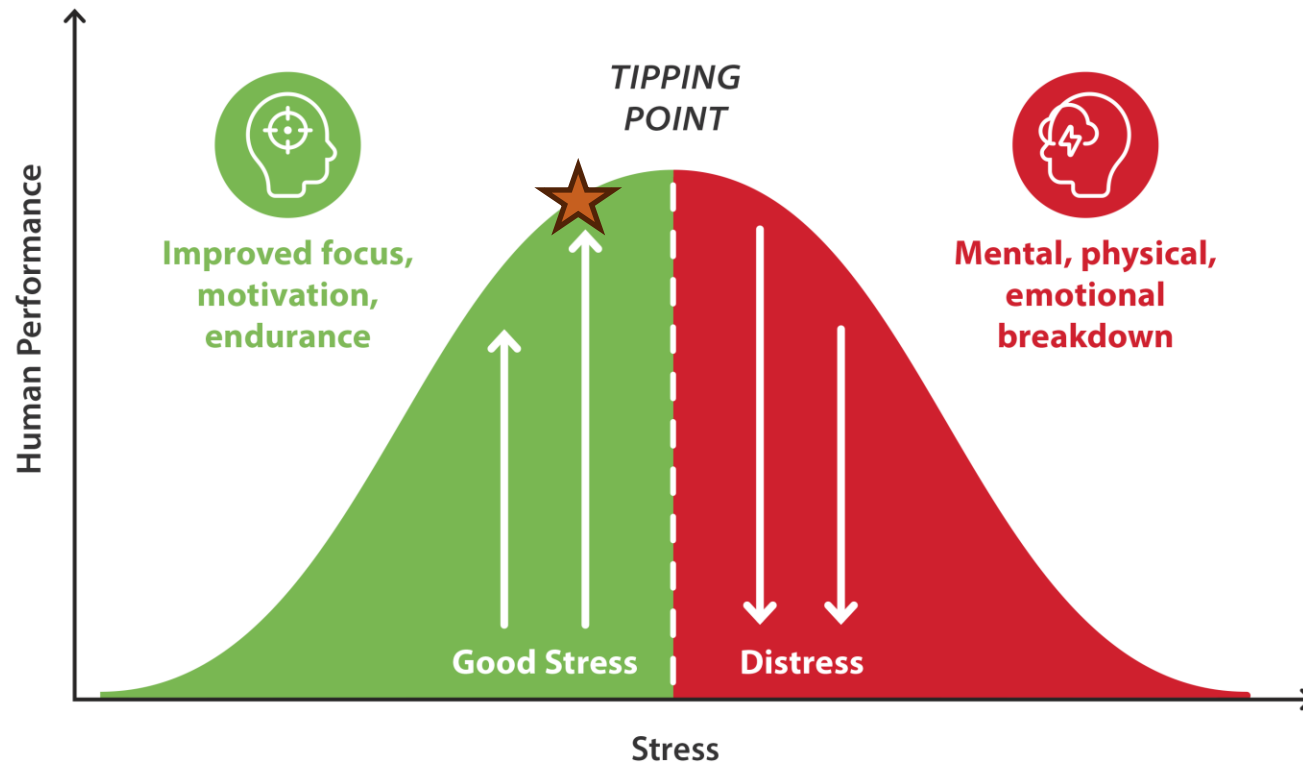




EXCELLENCE
WITH INTEGRITY

TOOLS®

GOOD STRESS-DISTRESS CONTINUUM



Based on the work of Hans Selye



GOOD STRESS–DISTRESS CONTINUUM

Indicate where you are on the continuum and describe the signs in yourself, your relationships, and your performance that support your assessment.



Based on the work of Hans Selye



PERSONAL STRESS MANAGEMENT PLAN

Preventing Stress from Becoming Distress

<i>AWARENESS</i>	<i>MINDSET</i>	<i>ACTIONS</i>
<div>What makes you feel stressed?</div>	<div>What should you think when you feel stressed?</div>	<div>What actions will you take when you are feeling stressed?</div>
<div>How do you know you are feeling stressed?</div>		<div>What actions will you take to prevent positive stress from becoming distress?</div>
<div><i>OUTCOME AND REFLECTION</i></div> <div>What do you want to happen? How and when will you reflect on how well your stress management plan worked?</div>		



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OUTCOME AND REFLECTION

What do you want to happen? How and when will you reflect on how well your stress management plan worked?
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Case study: Studying Outliers



WES

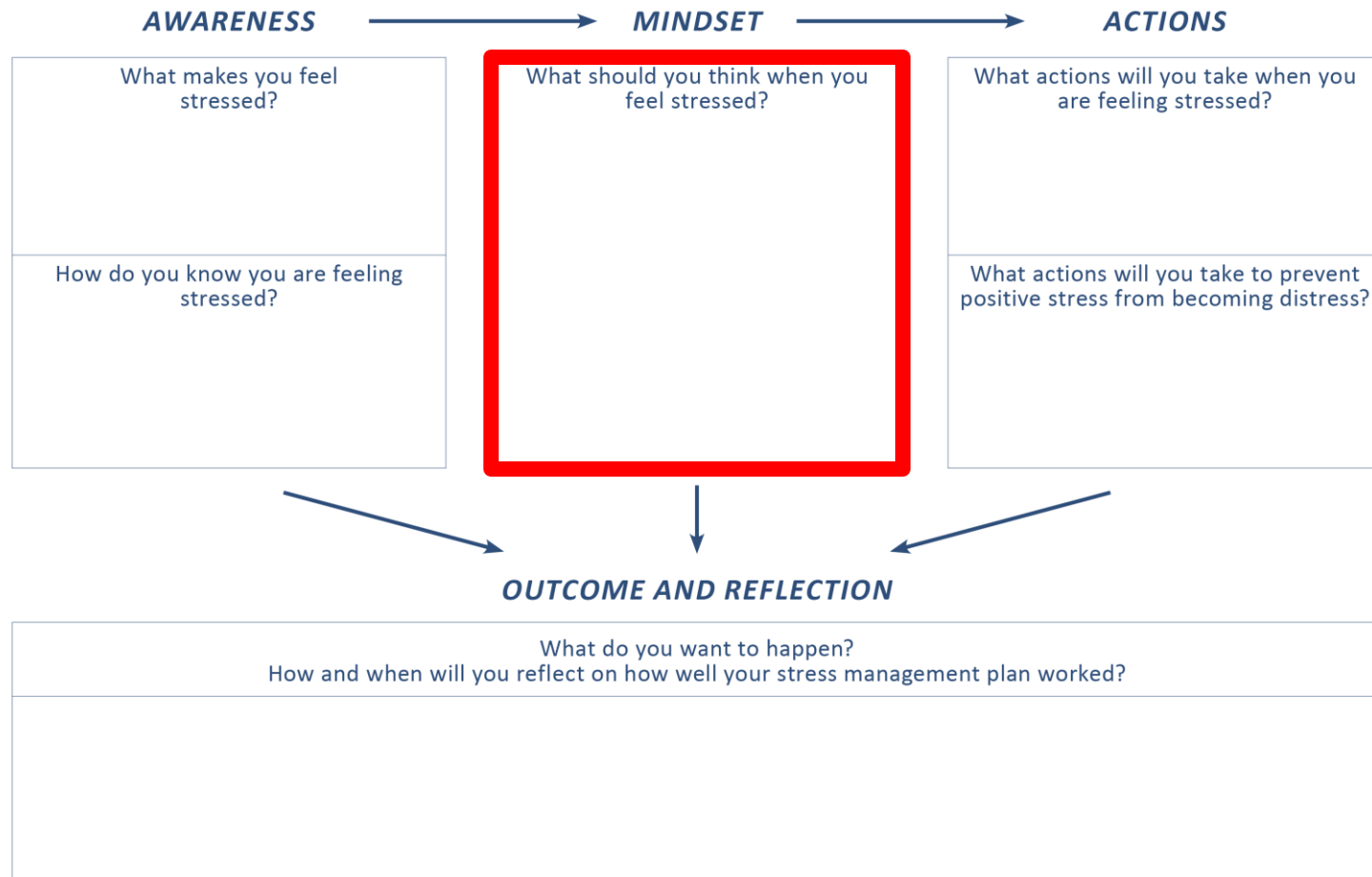
Drake University
Billie Ray Center

- Sometimes our brains are conditioned to think about the negative, rather than recognize the positive.
- 75% of job successes are predicted by optimism levels, social support and ability to see stress as a challenge rather than a threat.
- Our external world (the things around us) only predicts 10% of our long-term happiness. 90% of our long-term happiness is dependent upon the way our brain processes the world.
- If we change the way our brain processes the world from negative to positive we give ourselves a better chance for success.



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GROW-AND-LET-GO STRATEGIES

- Put in the **effort** to develop in areas of weakness.
- Embrace **challenges** as opportunities to push and stretch yourself.
- View **mistakes** and failures as opportunities to learn.
- Seek and use the **feedback** from others.







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Preventative Stress Management Strategies

- Three Gratitudes
- Journal
- Exercise
- Meditate
- Random Acts of Kindness
- Hydration
- Good Sleep
- Eat Well
- Connect with Friends and Family



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OUTCOME AND REFLECTION

What do you want to happen?
How and when will you reflect on how well your stress management plan worked?

Reflection Questions

1. What stressed me today? (awareness)
2. What was my second thought when dealing with stress today? (mindset)
3. What actions did I take when feeling stressed? (actions)
4. Did I reach my desired outcome? (outcome/reflection)







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