

Character Trait Behavior Spectrum

Kindness Engagement Index

Think of your character sliding back and forth on the color spectrum.

Depending upon the situation, you may find yourself in a complimentary or conflicted conversation. You may be handling the day to day operations of your life and work with ease or with effort. Unless consciously aware, you may express **too little** or **too much** of a specific character behavior.

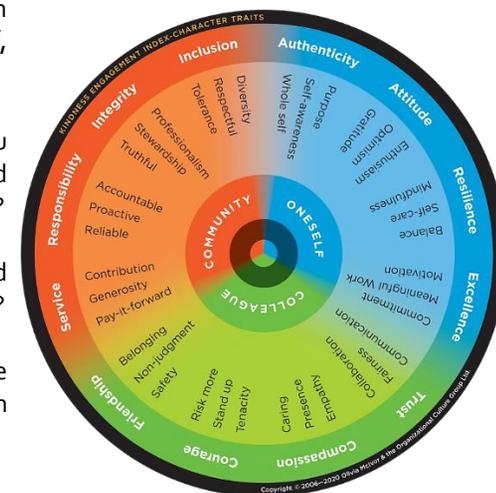
Firstly, be aware of where you are in that moment: what is working or not working? Secondly, after the situation has passed, spend quality reflective time indulging in a personal inventory review and strategizing next steps.

Optimally, when drawing upon a character trait, aim to be closer to the middle-the just right junction. This junction is the optimal place to express the strength of your character. However, there will be times when different circumstances may require choosing a lower or higher place on the spectrum, depending on what is appropriate for the situation.

If you are making the choice to respond with too little or too much, then check in with yourself to ensure you are making a good choice that is not based on a habit, bias or what is easy versus right.

The ideal approach is to work from your best self, your balanced character. In doing so, you will be kinder to yourself, your colleagues and your community.

- What character traits do you exhibit a just right strength in and where does your best self emerge?
- Which character traits do you tend to exhibit too little or too much of?
- Are there situations that you have noticed tend to take you away from the just right junction?
- What strategies do you have, or need to cultivate, so that you can be your best self?



	Authenticity	Attitude	Resilience	Excellence
Too Much	<ul style="list-style-type: none"> • Overshares with few filters or considerations for others. Not open to adapting. 	<ul style="list-style-type: none"> • Naive, ignoring the reality around oneself. Gratitude comes off as disingenuous. 	<ul style="list-style-type: none"> • Overly persistent in the face of clear endings. Consistently sets unrealistic goals. 	<ul style="list-style-type: none"> • Lack of life-work balance. Perfectionist. Impatient, setting unreasonable expectations of self and others.
Just Right	<ul style="list-style-type: none"> • Self aware of one's impact on others. Cultivates an awareness of what is important to self and allows others to see their true self. 	<ul style="list-style-type: none"> • Able to see and learn a positive lesson from life's challenges. Understands that one is responsible for choosing their own attitude. 	<ul style="list-style-type: none"> • Bounces back from setbacks and disappointments quickly. Cultivates a proactive approach to creating a healthy and vibrant lifestyle by taking positive action. 	<ul style="list-style-type: none"> • Cultivates a growth mindset. High commitment; gives their best effort.
Too Little	<ul style="list-style-type: none"> • Displays an inaccurate version of self to please and/or gain favor from others. 	<ul style="list-style-type: none"> • Has a lack of confidence in the future and sees only the worst aspects in self and others. Lacks a sense of appreciation towards others. 	<ul style="list-style-type: none"> • Acts as a martyr. Suffers from physical, mental and emotional exhaustion, leading to burnout. 	<ul style="list-style-type: none"> • A fixed mindset. Produces mediocre results. Not willing to try and fail.

	Trust	Compassion	Courage	Friendship
Too Much	<ul style="list-style-type: none"> ● Does not speak up for self. Lacks follow up for accuracy. Lack of self confidence. Too open to being manipulated. 	<ul style="list-style-type: none"> ● Exhibits compassion fatigue and depletion of emotional, physical and mental well-being. 	<ul style="list-style-type: none"> ● Takes reckless and irresponsible actions. Takes unnecessary and unsafe risks with self and others. 	<ul style="list-style-type: none"> ● Codependent. Demanding and possessive. Offers too much unsolicited advice.
Just Right	<ul style="list-style-type: none"> ● Creates an environment where others have confidence in their ability. Consistently fair. Creates an environment where others feel safe physically and psychologically to speak up. Open, cooperative communicator. 	<ul style="list-style-type: none"> ● Notices suffering in others and has the willingness to act to alleviate it. Exhibits a healthy level of empathy and presence. Practices self-compassion. 	<ul style="list-style-type: none"> ● Steps through fear to do what is right. Chooses to do the right things for the right reasons, even in the face of obstacles. 	<ul style="list-style-type: none"> ● Creates a sense of belonging through mutual respect and appreciation. Strives to make others feel safe and accepted for who they are without judgments.
Too Little	<ul style="list-style-type: none"> ● Unreliable. Dislikes being collaborative. Can be manipulative for personal gain. Not fair with others. 	<ul style="list-style-type: none"> ● Exhibits a consistent lack of empathy and care for self and others. Shuts down to protect self. Too short on patience and understanding to listen and be present with others. 	<ul style="list-style-type: none"> ● Afraid to take a stand or speak up for self or others. Not willing to take a risk for a personal growth opportunity. Lacks the grit to continue onwards. 	<ul style="list-style-type: none"> ● Excludes others if not in their 'in group.' Expresses uncivil and toxic behaviors. Not everyone is invited into their circle of friends.
	Service	Responsibility	Integrity	Inclusion
Too Much	<ul style="list-style-type: none"> ● Exhibits compassion fatigue and depletion of emotional, physical and mental well-being. Tries to fix rather than to serve others. 	<ul style="list-style-type: none"> ● Overschedules life. Gets used by others. Lacks the ability to say "no." 	<ul style="list-style-type: none"> ● Not willing to hear another's perspective. Acts exclusive by frequently taking a moral high ground. "I'm right-you're wrong." 	<ul style="list-style-type: none"> ● Expects diverse individuals to assimilate, leaving behind what makes them diverse.
Just Right	<ul style="list-style-type: none"> ● Willing to contribute to something outside of oneself. Engages generously without expectations of reciprocation. Chooses to make a difference in the lives of those less fortunate. 	<ul style="list-style-type: none"> ● Chooses to be accountable by accepting the consequences of their own actions and decisions. Is proactive and reliable, thereby creating a sense of ease for self and others. 	<ul style="list-style-type: none"> ● Chooses what is 'right' over what is 'easy.' Generates inclusive conversations around justice, equality and sustainability. Consistently acts professionally. 	<ul style="list-style-type: none"> ● Sees diversity lifted up with inclusion. Goodwill abounds where belonging is valued, and everyone feels respected and heard, regardless of divergent viewpoints.
Too Little	<ul style="list-style-type: none"> ● Not willing to give of one's time, essence, talent or money to others. Expects generosity to be reciprocated. 	<ul style="list-style-type: none"> ● Consistently procrastinates. Makes excuses. Blames others when something doesn't get done. 	<ul style="list-style-type: none"> ● Gives little thought to the impact of their decisions on others. Actions don't match results. Lacks a professional work ethos. 	<ul style="list-style-type: none"> ● Sees diversity as separate from inclusion. Only open to welcoming those within their 'in-group' while excluding those in the 'out-group.'

