

Character Trait Behavior Spectrum

Kindness Engagement Index

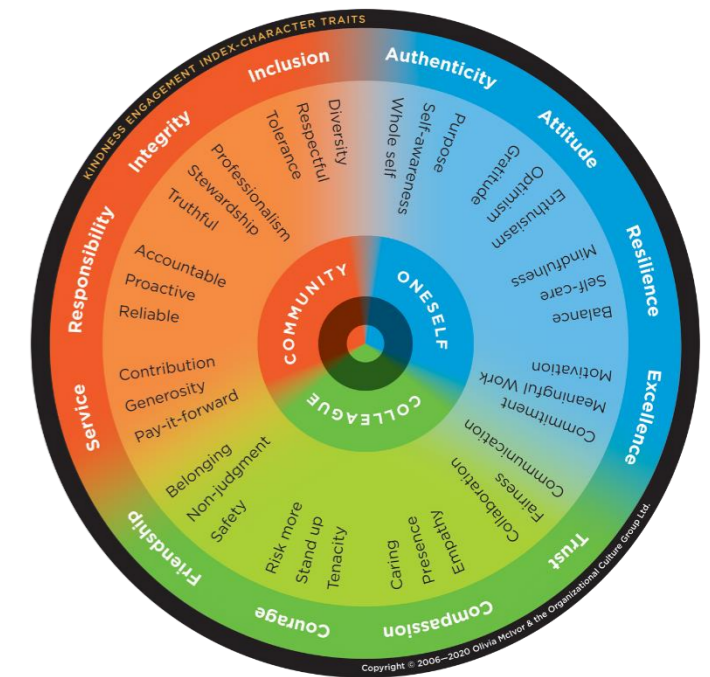
Think of your character sliding back and forth on this 10-point color scale.

Depending upon the circumstances in that moment, you can express too little, or too much of a character trait. The key is to be self aware of where you are in that moment, or to reflect afterwards by taking a personal inventory so you can try next time to be more balanced.

Finding the middle ground (5) is optimal to express the strength of your character, however, different circumstances may require choosing a lower or higher number that is appropriate for the situation.

If you are making the choice how to respond with too little (1) or too much (10) just check in with yourself to ensure you are making a good choice that isn't based on an old habit or bias. The best approach is to be working from your best self; you balanced character, and, in so doing you are kinder to yourself, your colleagues and your community.

- What character traits do you exhibit the most strength in and where your best self emerges?
- Which ones do you tend to exhibit too little or too much of?
- Are there situations or circumstances that you have noticed tend to take you away from the middle?
- What strategies do you have, or need to cultivate so you can be your best self?



	Authenticity	Attitude	Resilience	Excellence
Too Much	Overshares with little filters or considerations for others. Not open to adapt.	Naiveté and ignores the reality around oneself. Gratitude comes of as ingenuous.	Overly persistent in the face of clear endings. Consistently setting unrealistic goals.	Lack of life-work balance. Perfectionist. Impatient and unreasonable expectations of others.
Just Right	Self aware of one's impact on others. Cultivates and awareness of what is important to self and allows others in to see one's true self.	Able to see and learn from the positive lessons in daily challenges. Understands that one is responsible for choosing their own attitude.	Bounces back from setbacks and disappointments quickly. Cultivates a proactive approach to creating a healthy and vibrant lifestyle by examining one's own behaviors in response to challenging events.	Cultivates a growth mind set. High commitment; gives best effort and beyond.
Too Little	Displays an inaccurate version of self to please and/or gain favor from others.	A lack of confidence in the future and sees only the worst aspects in self and others. Lacks a sense of appreciation towards others.	Being a martyr. Suffers from physical, mental and emotional exhaustion leading to burnout.	A fixed mindset. Produces mediocre results. Not willing to try and fail.

	Trust	Compassion	Courage	Friendship
Too Much	Not speaking up for self. Not following up to ensure accuracy. Lack of self confidence. Too open to be being manipulated.	Exhibits compassion fatigue and depletion of emotional, physical and mental well-being.	Takes reckless and irresponsible actions. Takes unnecessary and unsafe risks with self and others.	Codependent. Demanding and possessive. Offers too much advice-giving without being asked.
Just Right	Creates an environment where others have confidence in one's ability. Consistently fair making others feel safe to speak up. Open communicator that is considerate of another's feelings.	Notices suffering in others and has the willingness to act to alleviate it. Exhibits a healthy level of empathy and presence. Practices self compassion.	Steps through fear to do what is right. Chooses to do the right things for the right reasons, even in the face of obstacles.	Creates a sense of belonging through mutual respect and appreciation for others. Strives to make others feel safe and accepted for who they are without judgments.
Too Little	Not reliable. Dislikes being collaborative. Can be manipulative for personal gain. Not fair with others.	Consistent lack of empathy and care for self and others. Shuts down to protect self. Short on patience to listen be present with others.	Fearful to take a stand or speak up for self or others. Not willing to take a risk for a personal growth opportunity.	Excludes others. Expressing uncivil and toxic behaviors. Not everyone is invited into one's circle of friends.
	Service	Responsibility	Integrity	Inclusion
Too Much	Exhibits compassion fatigue and depletion of emotional, physical and mental well-being. Tries to 'fix' rather than 'serve' others.	Overscheduled life. Getting used by others. Inability to say "no."	Not willing to hear another's perspective. Being exclusive by taking a moral high ground too often.	Expects diverse individuals to assimilate with the group leaving behind what makes them diverse.
Just Right	A willingness to contribute to something outside of yourself by engaging generously without expectations of reciprocation. Makes a difference in others lives through giving of one's self.	Chooses to be accountable by accepting the consequences of their own actions and decisions. Proactive and reliable creating a sense of ease for self and others.	Chooses what is 'right' over what is 'easy'. Generates inclusive conversations around justice, equality and sustainability. You can always count on them to act professionally.	Diversity is backed up with inclusion. Goodwill abounds. Where belonging is valued, and everyone feels respected and heard regardless of divergent viewpoints.
Too Little	Not willing to give of one's time, essence, talent or money to others. Expects generosity to be reciprocated.	Procrastinating. Making excuses. Blaming others when something doesn't get done.	Gives little thought to the impact of their decisions on others. Actions don't match results. Lacks a professional work ethos.	Diversity is separate from inclusion. Only open to welcome-ing those within their 'in-group' while excluding the 'out-group'.