

COURAGE

Leadership for Everyone



Scott Graham

Table Of Contents

IT TAKES COURAGE	9
WHY DOES IT MATTER?	10
THE INFLUENCER	10
HOW TO ENCOURAGE LEADERSHIP	11
VALUES	13
THE CHARACTERISTICS OF A LEADER	15
BE THE EXAMPLE	18
USE LIFE CHALLENGES AS A TOOL TO HELP OTHERS	18
REAL LIFE KID STORIES	19
LEADERSHIP VERSUS TALENT	20
YOUR PERSONAL BRAND	21
SMALL THINGS THAT MAKE A BIG DIFFERENCE	21
PUSHED TO THE GROUND	23
THE CHOCOLATE BAR STORY	24
THE GOLD MOUSE	25
THE PHONE CALL	26

CHARACTERISTICS OF A LEADER	27
THE ATTRIBUTES OF A LEADER	28
RESPECT What is Respect?	28
How Do You Respect Yourself?	29
THE BENEFITS OF RESPECT	30
RESPONSIBILITY	31
WITHOUT FAILURE THERE IS NO GROWTH	33
PARENTS TO THE RESCUE	35
THE EXCUSE SYNDROME	38
INTEGRITY	38
INITIATIVE	39
TRUST	39
A POSITIVE ATTITUDE	40
ATTITUDE + APTITUDE + TALENT = SUCCESS	41
THE POWER OF A POSITIVE ATTITUDE	43
OUR ATTITUDE SHAPE WHAT YOU BELIEVE	45
SELF TALK	46
THE THOMAS EDISON STORY - BELIEF	47

YOUR ATTITUDES AND BELIEFS	49
WHAT DETERMINES YOUR COOL	50
BIG COMPANIES SELLING THE BIG DEAL	52
LEADERSHIP STRATEGIES	53
ARE YOU A LEADER OR A FOLLOWER?	53
ADDING VALUE TO OTHERS IS KEY TO LEADERSHIP	54
REACTING OR RESPONDING	55
FAIRPLAY	55
PROMISES	55
NICE GUYS FINISH LAST	56
DETRACTORS	57
HOW TO DEAL WITH A DETRACTOR	59
DISCERNMENT	61
MORE TO THE STORY	62
REPRESENTING YOURSELF AS A LEADER	63
RESILIENCE	64
POWER OF THREE	65
TENACITY	66

TOLERANCE	66
GET ORGANIZED	67
ENTITLEMENT	68
THE POWER OF NEGATIVITY	69
CHOOSE YOUR BATTLES	69
BUILD YOURSELF A HERO PERSONAL	70
THE RIPPLE EFFECT	73
ENTITLEMENT	74
SPORTSMANSHIP	74
LEADERSHIP STRATEGIES	77
ANTI-BULLYING STRATEGIES DEFINITION	78
BE CAREFUL WITH THE BULLY LABEL	79
PAUL'S STORY	79
BOBBY'S STORY	80
THERE'S ALWAYS TO KNOW	81
PLAYFUL TEASING	82
HARMFUL TEASING	82

STATEMENTS THAT DON'T GET YOU A PASS	82
COMMON ANTI-BULLYING STRATEGIES	83
SOME OF THE THINGS THAT STRENGTHEN A BULLY	84
STICKS AND STONES PHRASE	84
THE WORD: DUMB - MY STORY	85
HOW SCHOOLS REACT TO BULLYING	86
WHY DO PEOPLE GET BULLIED?	87
WHY DO PEOPLE BULLY?	88
EMOTIONAL INTELLIGENCE	89
Wrong Ways of Handling Bullying	90
ANTI-BULLYING STRATEGIES	91
MAKE ME?	98
MARTIAL ARTS	101
UPSTANDER	106
IS YOUR CHILD BEING BULLIED?	108
IT MAY LOOK GOOD	109
BEATING THE BULLY AT THEIR OWN GAME	110

WHAT CAN PARENTS DO?	111
CYBER-BULLYING	112
OUR PERSONAL BRAND AND OUR ONLINE PRESENCE	114
DON'T LET SOCIAL MEDIA BECOME YOUR VOICE	115
BULLY FREE SCHOOLS	116
THE ADULT BULLY	118
BODY LANGUAGE	120
THE VOCABULARY OF BODY LANGUAGE	121
USING BODY LANGUAGE EFFECTIVELY IN LEADERSHIP	124
ANGER MANAGEMENT	126
WHY DO WE GET ANGRY?	127
ANGER MANAGEMENT FACTS & STRATEGIES	129
THE POWER OF ADRENALINE	130
SELF-TALK	130
SWEARING: THERE IS A BETTER WAY!	131
CHOICES	132
PEER PRESSURE	133
Reasons Why You May Give into Negative Peer Pressure:	133

HOW DO YOU RESIST PEER PRESSURE?	134
THE REAL DEFINITION OF COOL	135
PRESSURE FROM SOCIAL MEDIA	135
DON'T BUY IT	136
GUILTY BY ASSOCIATION	137
ROLE-MODELS	138
PROBLEM-SOLVING	139
Short Term Rewards and Long Term Consequences	141
THE "COOL" CONFLICT SOLVING PLAN	141
COOL SOLUTIONS STOP, THINK, MAKE A PLAN	142
FRIENDSHIP	143
INVESTING IN YOUR FRIENDSHIPS	144
FRIEND QUALITIES	144
A QUICK REFERENCE ON HOW TO MAKE FRIENDS	148
UNDERSTANDING SELF-ESTEEM	150
FULL ESTEEM AHEAD	151
BASIC NEEDS	154
ACHIEVING YOUR GOALS	155

SETTING GOALS	156
SIMPLY SAFE	159
STRANGER SITUATIONS	160
IMPORTANT CONCEPTS	161
THE TRICKS	161
COMMON TRICKS USED BY BAD STRANGERS	162
THE PARENT AND CHILD SAFETY QUIZ	169
THE INTERNET AND YOUR SAFETY	174
INAPPROPRIATE IMAGES	175
SIMPLY SAFE REVIEW	176
ESCAPING ABDUCTION	178
LIFE'S CHALLENGES	181
MOTIVATION	183
SUMMARY	184

“If you are kind, people may accuse you of ulterior motives. Be kind anyway.” **Mother Teresa**

IT TAKES COURAGE

Courage is not the absence of fear, but the drive to push through fear and face life's challenges head-on, knowing that your reward will be an achievement, opportunity, and adventure. Fear becomes the force that energizes you and an ally that will help you accomplish your goals. ● You need courage to face your fears, and to accept life's challenges. ● You need courage to step up and stand out, to grow through what you go through. ● You need courage to reach your potential and become the person you're meant to be. ● You need courage to try something new, to make a new friend, to stand up when you're pushed down; it all takes courage. Imagine if your fear became greater than your courage. You want to go to summer camp, but you decide not to because you are afraid. If you push through your fear and go to camp, you may make a friend who becomes your best friend. You may love camp so much you end up becoming a camp counselor, which leads you to become a teacher. Think of what you would miss if you don't push through your fear. Is your courage stronger than your fear or is your fear winning? The consequence of not developing courage is a life of missed opportunities. Each time I pushed through my fear I grew as a leader, received an opportunity, and became stronger. Each opportunity led me to a bigger experience, and an opportunity to grow and achieve. People will discourage you and try to push you away from accepting your differences, but what makes you different is what will make you great. You need courage. How do you get courage? It starts with leadership.

Leadership builds character, which leads to confidence, which gives you courage. Leadership is not developed in a day, but by what you do each day. The book you are about to read is a compilation of leadership skills, lessons, and group management techniques I have learned over thirty years. It all started with the Kids 4 Kids Leadership Program. “Cowards die many times before their deaths.

WHY DOES IT MATTER?

The valiant never taste of death but once.”**Julius Caesar**

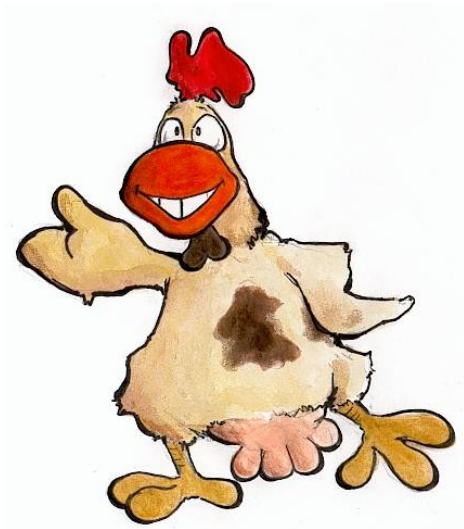
Teaching leadership to school-age children is extremely important in today’s world. Children are inadvertently taught by what they are exposed to and by what they immerse themselves in. Kids play video games that glamourize violence, swearing, and how to treat each other. Comics and graphic novels do the same. Children are exposed to negative content in movies, on television, and in the music they listen to. We have world leaders that model selfishness, racism, dishonesty, and exclusion. Teaching leadership to children is important. It is to give children a positive alternative. It is to role model what a leader should be and how they should treat others.



THE INFLUENCER

One example of how children are being turned toward negativity is the internet. A major concern is how easy it is for a child to access pornographic images on the internet. Studies indicate that looking at pornography changes the chemistry of the brain. Looking at these images over a period of time can lead to depression, anxiety, social isolation and affects intimacy. It has the potential of affecting your entire life. People who look at these images eventually get desensitized by the images that initially entice them and increase the need for more extreme images to get the same effect. Children are not being taught the dangers of pornography and are therefore vulnerable to their effects.

The Kids 4 Kids Leadership Program is important because it offers children an alternative to what the world offers. It balances the negative effects of what they may be exposed to with positive alternatives. Whether it's pornography, violence, racism, or self-centeredness, Kids 4 Kids offers an alternative.



HOW TO ENCOURAGE LEADERSHIP

"If your actions inspire others to dream more, learn more, do more, and become more, you are a leader." **John Quincy Adams**

Becoming a leader is a lifelong journey. It is a journey that starts with the right attitude. We must be willing to learn, look for opportunities to grow, never give up, and use whatever comes our way to not only help ourselves but for others as well. We cannot become a leader in a day. It is what you do daily that will transform you into a leader: ● Be willing to make mistakes, but take the time to learn from them. ● Be willing to take positive criticism; from this, we can grow. ● Appreciate your differences, and respect and learn from others. ● Define the leader you want to be or someone will do it for you. ● Know who you want to become and do not let anything or anyone distract you from your journey. ● When you are given the opportunity to help someone, help. ● When you are given the opportunity to stand up for someone, stand up. ● When you are given a life to live, live it. ● When you are given the chance to lead, lead. Become a leader.

"We cannot tell what may happen to you in the strange medley of life. However, we can decide what happens to us - how we take it, what we do with it - and that is what really counts in the end." **Joseph F. Newton**

VALUES

Values are fundamental beliefs that guide or motivate attitudes or actions. They help us to determine what is important to us. Values in a narrow sense is that which is good, desirable, or worthwhile. Values are the motive behind purposeful action. They are the ends to which we act and come in many forms.

Core values are the fundamental beliefs of a person. These guiding principles dictate behavior and can help people understand the difference between right and wrong. Core values also help us determine if we are on the right path and fulfilling our goals by creating an unwavering guide. There are many different examples of core values in the world, depending upon the context.

Some examples of core values people might have about life include the following:

- ♥ A belief, or lack thereof, in God or an affiliation with a religious/spiritual institution.
- ♥ A belief in being a good steward of resources and in exercising frugality.
- ♥ A belief that family is of fundamental importance
- ♥ A belief that honesty is always the best policy and that trust has to be earned
- ♥ A belief in maintaining a healthy work/life balance

Of course, core values aren't always positive. Some people may be driven by self-interest or greed, and these are core values, too, if they dictate the way the people live their lives. Negative attitudes and core values can also develop when people live in fear or insecurity and are forced to focus on survival in difficult circumstances. Some examples of negative core values include the following:

- ☞ A belief that the world is a fundamentally brutal place and that only the strong survive
- ☞ A belief that people are powerless to change their fates or personal situations
- ☞ A belief that you don't deserve good things or relationships in life
- ☞ A belief that other people are fundamentally untrustworthy and unloving
- ☞ A belief that life is meaningless

There are countless types of core values, as you can see, so you will need to choose the ones that are right for you. It's natural to want to choose a long list of core values in an effort to be the best you can be, but limiting your selection to two or three helps you focus on your mission in life without becoming distracted. Here are some examples of core values from which you may wish to choose:

Dependability, Reliability, Loyalty, Commitment, Open-mindedness, Consistency, Honesty, Efficiency, Innovation, Creativity, Good humor, Compassion, Spirit of adventure, Motivation, Positivity, Optimism, Passion, Respect, Fitness, Courage, Education, Perseverance, Patriotism, Service to others, Environmentalism, Responsibility, Integrity

Values should be constant in all situations. Leaders don't change their values according to who they are around. It's essential to develop the right values. Leaders value: being respectful, responsible, integral, honest, selfless, resilient, generous, tenacious, fair, attentive, patient, compassionate, consistent, humble, equal, empathic, thoughtful, and caring. These values survive the test of time. These values cannot be taken away. They are attitudes and characteristics that are worked on every day and grow over time. In today's society, values have shifted to self-serving behaviors. These include the value of status: how big your house is, the value of your car, your salary, the importance of your job. It's also comfort, entitlement, selfishness, lack of compassion, integrity, fairness, and honesty. We have turned into a society that does not want anyone to tell them what to do. People feel they can do whatever they want. When there are no standards attached to values, your values are valueless. When these values are taken away, you are left with nothing. During the COVID-19 pandemic, people who had leadership values were able to stay on course. They used the situation to grow into their values. They were able to face the challenge and see opportunities to help others.

People who had self-serving values were lost because everything they valued was taken away: their comfort, status, entitlement, and wealth.

Define your values and work on them every day. There will be days when you slip into self-serving behaviors, however, leaders redirect themselves and develop values that last a lifetime.

Leadership is the ability to influence others in a positive manner. Your values are your foundation that leadership is built on.

THE CHARACTERISTICS OF A LEADER

Nice guys do come last because they put others first - **Scott Graham** Most people, when they think of leadership think of positional leadership. They relate leadership to a person's position or job. They think of presidents, prime ministers, teachers, administrators, coaches, and

CEO's. Just because you have a leadership job does not make you a leader. There are many people who hold a leadership position who are not leaders. Think of any great leader and you will see a person who has put the needs of others before their own needs: Mother Teresa, Martin Luther King, Nelson Mandela, Rosa Parks. LEADERS DEVELOP DAILY. They are intentional in developing their attitude, character, and aptitude. ● Character - Talent gets you to the top, but character keeps you there. Leaders work on their character daily. They use life's opportunities to develop attributes like respect, responsibility, honesty, and courage. Individuals who build leadership attributes are not perfect, but they are self-aware. They are intentional at learning from their mistakes and focusing on personal development. Leaders move forward in life. ● Consistent - A leader's values are consistent from one peer group to another. For example, A leader isn't going to model "respect" with one peer group then be disrespectful to another. ● Capable - Are you gifted as a leader? Leadership is simply the ability to influence others. I believe we all can influence and add value to others. We also have the capability of raising our leadership skill level. We need to find the leadership style that matches our aptitude. For example, you may not feel comfortable standing in front of large crowds, but you enjoy helping people by being a good listener, volunteer, or teacher. There are many ways of demonstrating leadership. It's essential to find a way that fits your personality and skill level. ● Disciplined - Leaders are disciplined with their time and with their habits. One of my challenges was doing too many things at the same time. I would start on writing a book, then be distracted by playing my guitar, then I was off creating a new camp program.

What I needed to do was to focus on writing my book for a specified amount of time, then scheduled other activities when I finished writing. I found creating a schedule and following it helped me. I would work on my book from 9:00 am to 11:00 am, then move on to a thirty-minute guitar lesson, have lunch, go for a walk and finish my day with an hour of new ideas. I became more disciplined, less distracted, and more efficient. ● Desire - You need to see the importance of leadership development and how it can positively impact your life. ● Self regulation - Leaders are able to regulate their behaviour. There will be situations that disappoint you, and make you angry. There will be people who frustrate and challenge you. Leaders learn to control their emotions so they can deliver a clear message that is not filtered through anger or frustration. ● Self-awareness - Leaders are aware of how their tone, body language, use of words and behaviour colour their reputation and personal brand. ● Social skills - Leaders work on how they introduce themselves to others, how they dress, their hygiene, and their manners. One of my bad habits is biting my nails. Think about what a person would think if you were talking about self control and self-regulation, and they looked down at your nails and noticed you were a nail biter. It would take away your credibility. ● Empathy - Leaders need to be empathic/understanding to other people's needs. It would be difficult to be an effective leader if all you thought about was your own needs. Understand that there is always more to the story. When you meet someone who is mean, aggressive, curt, or rude.

Try to remember that you are only seeing part of that person's story. It doesn't mean you can't address the person's behaviour, however, dealing with the person with empathy and understanding will help you steer the situation in a positive direction. • Selfless- Puts the needs of others before their own. • Serves others- Intentionally look for opportunities to add value to others • They try their best- They don't rely on the excuse factory. They push through inhibiting behaviours and try their best no matter what. • They work on things they are not good at- For example - if they are quick to get angry they work on techniques that will help them keep their cool; if they tend to be lazy they push themselves so they can be productive. • They teach by example- Leaders realize they teach by being the example. If you claim to be a leader people will be watching. They want to see if your words and actions match.



When you start thinking like a leader you will see the people and situations where you can help. Many people walk by those in need and don't take action in situations where help is needed. Leaders are intentional and take action. They don't rely on excuses for why they don't act. Excuses come from the "abundance tree" and are barriers to those who want to develop leadership.

BE THE EXAMPLE

CHEEK OR CHIN - Ask your group to place their fingers on their chin as you place your fingers on your **cheek**. Your audience will inadvertently imitate you and place their fingers on their cheeks. This lesson will demonstrate how people will learn from your example. Your audience imitates your actions and not your verbal request.

USE LIFE CHALLENGES AS A TOOL TO HELP OTHERS

As we move through life we may experience life challenges. These challenges may serve as tools in your leadership style. Here are a few examples of times in my life when I have faced life challenges and used them to learn, grow and teach. I was told in high school not to bother going to university. My marks in high school were average; C's and D's. I was told that university would be too difficult. I decided to go to university despite my critics and received A's and B's. I enjoyed what I was learning, which motivated me to do well. I also wanted to prove to my critics they were wrong. I was told that I would always be a poor reader and writer. Instead of believing in the skeptics I believed in my abilities and became a bestselling author. I was told that no kid would ever want to go to a program that taught leadership and anti-bullying skills. Thirty years later I have had over 40,000 children through my Kids 4 Kids Leadership Program. We are all face with challenges in life. We can be dragged down by these challenges or we can use them as a tool to learn, grow and teach. It is a choice.

REAL LIFE KID STORIES

SCOTT - When Scott E. was five-year old his dad was murdered. At the age of 7, Scott E. told me that he was going to use his experience to help others who would go through difficult situations. He realized that his story would help others who may also experience this kind of trauma and grief. He used a tragic situation as a tool to help others. Scott could have used the situation as an excuse, but rather used it as a powerful leadership tool.

SARAH - Another example that comes to mind is the story of Sara. I was working with a group of children at the Hospital for Sick Children in Toronto. The entire group of children had settled into an active game of dodgeball. Sara was five minutes late. When she entered the room every set of eyes was on this young lady. Sara was born with a craniofacial difference. The children were trying to figure out why Sara looked the way she did. Sara announced that she knew she "didn't look like any beauty queen, but knew, once everyone got to know her that they would realize how cool she was." She was right. Every child in that room wanted to be Sara's friend by the end of that day. She taught everyone the importance of using whatever comes to you in life to not only help yourself, but to help others as well. The interesting thing was that by the day it didn't matter how they looked because by then everyone saw her true inner beauty which nullified her external difference.

BYRON - Byron was a young man who came into my program in a school named Pleasantville Public School. While playing a game, it became quite apparent that there was something different about Byron. He was running into cement walls, tripping over himself and even running into the girls change room. He announced he was blind. He wanted to be given a chance to play games like all the other kids.

He was continually being asked to leave other groups because no one wanted to provide Byron with a chance. I gave Byron a chance. He was with me for seven years. He taught me the importance of using life's situation to inspire and not give up, no matter what.

LEADERSHIP VERSUS TALENT



Many of us have had posters of our sports heroes, musicians, and celebrities on our walls. We admire their talents and covet their popularity. Being talented doesn't necessarily make you a leader. There are many talented people who lack character and are not great role-models. Can you have both talent and be a leader? Of course, you can, however, talent alone does not make you a leader, nor does it guarantee that you will have a positive influence on the people who admire you.

If you have been given a talent in a specific area, don't forget the importance of being intentional on working on your character; your personal brand. Leadership is nothing more than the ability to influence others. If you have a following make sure you lead your fans in a positive direction. Talent plus leadership equals the ability to positively influence others.

YOUR PERSONAL BRAND

“You can’t separate success from failure” John C. Maxwell

Developing leadership characteristics is crucial in today’s competitive world. People will eventually see past your appearance, brand clothing, material success and talents. They will see who you are on the inside. If you are a selfish, mean, self-absorbed individual, you will attract the same kind of person. However, if you develop leadership attributes you will attract people like you, you will build confidence and be led to successful opportunities. Your personal brand will also protect you from haters and naysayers. Your character and reputation will protect you from negative criticism, rumors and slander. No one that matters will believe the negative things said by these people.

SMALL THINGS THAT MAKE A BIG DIFFERENCE

“Great things are done by bringing a series of small things together.” Vincet Van Gogh

If you want to stand out and be remembered you must do the small things. Step up to stand out. These small things leave a positive impression on others and make you memorable. These small things include: 1. Making eye contact and shaking someone’s hand when you are introducing yourself. 2. Manners: don’t forget to say please and thank you. It may sound corny, but you stand out when you make the effort to use your manners. 3. Gratitude: Sending a thank you email or card to someone to say you appreciate their generosity or gift. 4. Dining out: Learn how to hold a knife and fork properly. I have witnessed too many adults who eat like they are starring in a caveman movie. People notice. 5. Dress for success: be aware of how you dress and what first impressions you will be presenting.

Dress for the situation. 6. Treat people with respect: people notice how you treat others. It reflects on your personal brand. 7. Personal hygiene: make sure you wear deodorant, your fingernails are not bitten to the bone, your hair is tidy, your clothes are clean etc. You leave an impression on people by your appearance. You can be intentional about your first impression or you can have the “I don’t care” attitude that many people have. You may think you don’t care, but it may influence the opportunities you get, the people you attract or the lifestyle you may wish to live. It’s your choice.



PUSHED TO THE GROUND



I remember hearing a story about a boy named Eric being bullied. The bullies knocked all his books out of his arms in the school hallway, attacking him with words like loser and nerd. Fellow students walked by this young man as he tried to pick up all his materials. No one was willing to stop and help him. After a few minutes, a young man named Sam stopped and asked if he would like some help. Sam helped Eric with his books and walked home with him. Eric and Sam became best friends. Years later at graduation, Eric became the valedictorian for his class. The first thing that Eric said when speaking to his peers was to thank Sam for saving his life. You see, Eric was going to go home and end his life, but because of Sam's act of kindness, he rethought his actions and decided life was worth living. Sam gave Eric hope through his friendship and changed the direction of his life. Small actions can make a huge difference.

THE CHOCOLATE BAR STORY

I was in Dalguise, Scotland taking 15 Young Carers to an outdoor adventure camp. The Young Carers are children who take care of a family member who have a physical or mental health challenge. The kids were enjoying ziplines, tree climbing, hikes through freezing cold streams up through mountain trails. It was an incredible experience. One afternoon, a girl named Claire was visibly upset. Ryan, a little ten year old boy sat beside her and asked what was wrong. She managed to squeak out that she was homesick. Claire came from a family of eleven children. She missed her family. Ryan came from a family that struggled financially. At Christmas the children in Ryan's family would all receive one chocolate bar each. It was all the family could afford. Ryan hoarded his treat. It was his prized possession. He loved the smell of the cocoa and the look of the silver packaging. Ryan saved it every year until he received his next chocolate bar because there were no guarantees that there would be a next time. Ryan reached into his knapsack and grabbed onto his chocolate bar. He slowly peeled back the wrapper, broke a piece of chocolate off, and handed it to Claire. Ryan wanted to make Claire feel better and it worked. Holding a piece of chocolate in her hand took her mind off her homesickness and produced a huge smile followed by giggling and joke-telling. Ryan's selfless gesture changed a life for a moment. Sometimes all it takes is a small act of unselfishness to make a huge difference.



THE GOLD MOUSE

I have a little gold, metal mouse that a boy named Nathan Moore gave me more than 35 years ago. I have kept this mouse because it reminds me of Nathan, who is polite, selfless and memorable. Nathan was always the first person in line to help. He would allow other kids to be first, he cleaned up, stepped up, and lifted people up. It was the accumulation of all the little things he did every day that made Nathan memorable. When you begin pursuing leadership you will start to see where you can help and who you can help. Act on these moments, because these moments are opportunities to grow your skills, develop your confidence and become memorable. Do these small things everyday.



THE PHONE CALL

Bilaal was a young man who was passionate about helping others. He rallied groups of children to bring awareness of how children in India walked to school with no shoes by walking to school himself with no shoes and encouraging others to do the same. He organized numerous events to help others in need. At the age of twelve years old Bilaal wrote a book entitled, “Making Change.” He wanted to encourage youth to advocate for orts and create a positive change. Billal received a phone call with him immediately dismissed as being a prank. The person phoning was persistent and continued to phone. Blaal’s father eventually took the call and realized the individual on the other end of the phone as serious. Someone in South Africa got their hands on Billal’s book and passed it onto the leader of South Africa who was very impressed with Bilaal. The person that wanted to meet Bilaal was Nelson Mandela. Bilaal’s initial response was: “I’m not sure I want to go all the way to South Africa. It’s kind of far.” The response from the individual on the phone was: “Mr. Mandela is ninety-five years old. You need to take this opportunity now.” Bilaal went to South Africa and met Nelson Mandela and Archbishop, Desmond Tutu. Bilaal’s attitude led him to use negative situations to create positive change, which led him to opportunities and adventure. These stories of children who have attended Kids 4 Kids Programs are just a few examples of how children use their life’s challenges as tools to learn, grow and teach. These are stories I use in the Kids 4 Kids Program to inspire children to use whatever comes into their life as a leadership tool.

CHARACTERISTICS OF A LEADER



THE ATTRIBUTES OF A LEADER

To seriously become a leader you must develop your personal brand. After people see what you look like and hear about your talents they will see the real you: they will see your personal brand

What they see will lead you to opportunities and adventures or push you off course, leading you to complacency and a life of average. I asked one of the managers of the Blue Jays baseball team if, when he was looking for new players, was it all about talent? He told me that talent was part of the equation, but personal characteristics were a more significant reason for choosing a player. He looks for people who will add to the Blue Jay brand. He wants players who are respectful, responsible, take initiative, have integrity and can be trusted. If he chose on talent alone and the individual is a negative personality, that negativity could hamper the success of the team. So leadership is crucial in sports, or any activity you pursue

RESPECT What is Respect?

Respect is treating others, yourself and property in a way that reflects kindness and politeness. It means treating other people in the manner that you would like to be treated.

How Do You Show Respect to Others? • Speak politely, especially to people who are older than you, like your parents and teachers. • Ask before using someone else's belongings. • Respect rules that have been made; remember that they were made for your benefit. • Do not do or say anything that will hurt another person's feelings. • Respect the environment; keep it clean, don't pollute. • Respect other people's beliefs, traditions, and ways of doing things; you can learn things from other people's differences.

How Do You Respect Yourself?

- Your feelings, opinions and ideas are important.
- Never underestimate your abilities.
- Never talk yourself out of something you want to do.
- Make sure your inner voice is positive; don't put yourself down.
- Never do or say things that make you feel bad emotionally or physically, for example, excess drinking, drugs, temper tantrums, swearing, putting yourself down, inappropriate behaviors.
- Avoid MIND POLLUTION - do not access inappropriate materials like pornography or excess violence that is available in movies, books, video games and television.
- Use social media responsibly.
- Believe in yourself: don't underestimate your abilities. I have been told all my life that I didn't have the skills, intelligence or looks to accomplish much in life. Instead of agreeing, I chose to disagree and push forward. The naysayers can inject a negative voice into our head that, if we nurture, will lead us away from accomplishment. If you believe you can, you will. If you believe you can't, you won't. It's your choice.

Examples of Disrespect

- Talking in a movie theatre. (not respecting other people's right to listen to the movie)
- Not listening when you are being spoken to.
- Laughing at someone because of a difference.
- Putting yourself down.
- Littering.
- Gossiping.
- Playing loud music without any regard for your neighbour.
- Not using your manners i.e. thank-you, please.

- Not being grateful when someone does something nice for you.
- Driving around town with a ridiculously loud muffler, having no consideration for others and no, it doesn't make your car more efficient. It's all about the "look at me syndrome."
- Bullying, overt, and passive-aggressive.

Respecting the People Who Disrespect You The hardest person to show respect to the person who is disrespecting you or you do not agree with. You don't need to respect bad behavior, but you do need to respect others, even the people who disrespect you as it shows people who you are, and what you are all about. It is easy to treat people who are disrespectful to you with disrespect. If you act in this manner you are no better than this person. It takes a leader to treat disrespect with respect. When someone teases, bullies or disrespects you, see it as an opportunity to show the kind of person you are. Be assertive and stand up for yourself; don't lower yourself to the standard of the thug. (that's if they have any) People expect you to dish out the same behaviour as you receive. Take the opportunity to show that you have the strength and confidence to be assertive, and not give the reaction your opponent so desperately wants. It is an opportunity to show self-control and true character. Think of ways you can show others the importance of respecting one another, our community and ourselves. What examples can you think of?

THE BENEFITS OF RESPECT

You will be treated the way you treat others....

- People will respect you; even your worst enemy will respect you because they can appreciate respect.
- You are delivering the message that you will stand up for what you believe is right and be respectful of other people, the environment and peoples' possessions.
- You tell people that you are your own person and will not be controlled by other people's values or opinions; you define your own cool.
- You lead instead of follow.
- You show an incredible amount of courage, strength, self-control, and leadership.
- You will lead and teach others by your example.
- You will create a positive reputation which can lead to popularity, opportunities and success.
- You are intentionally developing a strong personal brand.

We deliver messages about ourselves by the things we do and say. What messages are you delivering?

RESPONSIBILITY

Showing responsibility is your opportunity to build a strong personal brand that will lead to opportunities and growth. People give responsible youth opportunities.

NEIGHBOURHOOD BOY STORY - A few years ago I met a boy who knocked on my door and asked if he could cut my lawn. He hadn't seen my backyard and didn't realize how big my lawn was. I guess he didn't understand what the word acre meant. He saw my front yard, but hadn't seen my backyard, where most of my lawn was hiding. He said he charged \$20.00, which was an extremely good deal considering the size of my lawn. When he saw my backyard he stood motionless for a few minutes, and said, "I thought this was a park." He took three hours to cut my grass. When I went to inspect his work he not only cut my grass, but weeded my garden and picked up the dog poop. I gave him \$50.00. I also told everyone I could about this boy. I was extremely impressed by his work ethic and level of responsibility. Every week he showed up on time, exceeded my expectations and did work he didn't have to do. By the end of the summer he made close to two thousand dollars. News of the boy spread through my neighbourhood like wildfire. Everyone wanted to give opportunities to this kid. It pays to be responsible, work hard, and do what you say you are going to do.

Responsibility is your gold card. If you are given a job and you show up on time or before you are scheduled, and do what is expected and more than what is expected, you get people talking. You build a reputation that will give you additional opportunities that will help you grow as a leader.

Responsibility also means taking ownership of your successes and failures. We all fail at times. There is no need to get defensive or embarrassed. Use your mistakes as a way of developing leadership possibilities. Ask yourself (a) What did I do wrong? (b) What can I do differently next time? and (c) What can I learn from my mistakes? Not everyone will use their mistakes to better themselves. It's a choice. Own your mistakes, then learn, grow and teach from them.

LEARN TO FAIL

I use to get down on myself when I was unable to accomplish a goal or if I failed. When I failed, I saw myself as a failure. I have accomplished a lot in life, however despite my successes, I still feel like failure when I make mistakes or am unable to succeed. When I was a young boy I was made to feel dumb. I struggled with reading, had an overcritical mother and was emotionally abused by siblings and "friends." The scars from my youth attempt to push my focus toward my inabilities and failures, instead of toward my strengths and successes.

I remember my year as a barista; what a failure. I am great with customer service, however my short memory is not the best. It was a challenge remembering the details of the coffee orders of the entitled, rich people, who didn't have much patience for my barista style. Or the time I was a grocer. I thought I was doing an excellent job, but found out that I wasn't meeting the expectations of the store manager. I think I was doing a good job. I believe the store manager had unrealistic expectations. She was bad at explaining what her expectations were, so it was impossible for me to meet them.

During the COVID epidemic, I went back to working as an Educational Assistant. Although I am great at working with children, I do better with children who can build relationships. My strength is not with children who are unable to develop relationships or require extreme care. I admire educators who work with these children, but this is not my forte. These students deserve the best care and should be with educators who love working with them. I know my strengths and weaknesses, my interests and when my focus wanes. It is crucial as a leader to understand that failing is part of the process. The only way you will not fail is if you don't try. Every failure brings insight, growth, and the opportunity to tell a story. Embrace your failures, and grow, so you can teach and learn. You are not a failure when you fail. It just means you have the courage to try.

It is also important to acknowledge your successes. We often think about the things we cannot do without thinking about the things we can do. Think more about the things you can do and use what you can't do to motivate yourself to try harder. Use your failures to your benefit!

THE BENEFITS OF RESPONSIBILITY

Doing what you say you will do. If you say you will do something for someone then it is important to do it. If you show, by the way you act, that you are a responsible person who can be trusted, you will find that opportunities come your way and success will be yours. If you do not do the things you say you will, you will not be trusted or given rewarding opportunities.

If you have jobs around the house, make sure you do them. Everyone has to pull their weight in order to have a successful household. Responsibilities are usually organized according to age. What your older brother is responsible for might not be the same thing you are responsible for. Fulfilling your responsibilities will train you to be a responsible citizen and person.

Responsibility Means Motivating Yourself You need to make the decision to do what is right and act on that decision. For example, if it is your responsibility to walk the dog, you need to do this task without being asked each time. If you carry out a task only when your parents remind you, you are not being responsible; rather, you are being obedient. You have to perform your household responsibilities without being told. The motivation needs to come from you, not from others. Take initiative!

People who behave irresponsibly have to face the consequences that match their behaviour. They may receive short-term benefits like avoiding a household job; however, in the long run it won't be worth it. They may lose opportunities, or even worse, sacrifice the trust they once had. If you cannot be trusted, you end up losing out on rewarding opportunities. It is smarter to act responsibly. The benefits of doing so last a lot longer. Different Kinds of Responsibility

The types of responsibilities usually reflect age and job positions. Obviously, kids will have different responsibilities from adults. Many children want or think they want, the same responsibilities and privileges as adults. Responsibilities should be age-related so that success can be assured. If adult responsibilities are taken on by children, failure will result. Here are some examples of responsibilities and how they relate to age and job status.

Responsibility leads to opportunities, which is a great way to build your personal brand.

Children 8 Years Old or Younger • Tidy up bedroom • Put away toys • Help make bed

Children Nine 9+ • Take out garbage • Babysit siblings • Mow lawn • Paper route

Teens • Part time job • Help family with chores • Keep bedroom clean • Help with younger siblings

With specific privileges comes responsibility. For example, it is a privilege to ride your bike to school. The responsibilities that come with this privilege are to obey the laws of the road, take care of your bike, and adhere to the school's rules involving bikes. If you disregard these responsibilities you could end up losing this privilege. It is better to act responsibly so that privileges are given to you. It is important that you realize that being responsible is a lifelong struggle. It is not always easy to do what you are supposed to do and find the inner strength to motivate yourself, but the rewards that are associated with being responsible make it worthwhile.

PARENTS TO THE RESCUE

I see children losing opportunities to grow and develop leadership characteristics because of parents who take the responsibility for the child's choices or rescues the child from a learning opportunity. We all want to protect children, however, there are times to protect a child and times to allow a child to learn from their choices. Here are a few examples of parents rescuing their child from a learning opportunity:

VAPING IN CANADA

There was a grade six boy caught vaping in the school bathroom. This student was suspended as a consequence for his choice. The boy's father came into the school to argue the suspension.

The dad's argument to the principal was: "Can you prove that vaping is illegal in Canada?"

I don't believe the point is whether vaping is illegal or not. The point is that you don't vape or smoke in school. What message is this father sending to his son?

THE INFAMOUS “C” WORD

An intermediate student chose to call a young female student the “C” word. I think it is the worst word you can direct at a female. The boy’s mom came into the school to downgrade the “C” word to the “B” word. If you are not sure what these words are, that’s good. You are better off. Instead of having a conversation with her son about not disrespecting women with these words she chose to replace the severity of the word with a word that seemed less harsh.

SKIING IN QUEBEC

There was a parent meeting to discuss the upcoming grade eight ski trip. After a discussion on the itinerary of the trip a parent shot up her hand to ask: 1) Do you think it’s safe to be on the roads during the winter months with such young children? (I don’t think there is much skiing in the summer?) 2) Who will make sure my son puts on his hat and mitts and keeps himself properly dressed? (The kids were 14 years old!)



THE FEAR OF TRYING

I had a grade four girl in one of my after-school programs who was afraid of trying anything new. She would instantly turn on the tears if I suggested she just give it a try. I allowed her to sit off to the side and invited her back into the games. She left the second session in tears, spinning a story to her father that the reason she was in tears was because she was being bullied. Her dad bought the story. She was not being bullied. I am present during each session and will stop any form of bullying.

Her father sent argumentative emails to myself and the principal and threatened legal action. It was ridiculous. Instead of using this situation to help his daughter develop confidence and encourage her to continue in the program, he delivered excuses and played the blame game. This will never help a child develop into a confident adult.

Everyone has the freedom to choose. It is important to balance the importance of keeping your child safe and being an advocate for your child with the necessity to allow your child to accept the consequences of their choices.

With the freedom of making choices comes the responsibility of accepting the consequences of your choices. This is why it is important to choose carefully. Make your choices not only help you now but help you in the future as well. Think through your choices before you choose.

THE EXCUSE SYNDROME

Many people use excuses to avoid taking responsibility for their actions. Here is a small list of excuses leaders should never use: • He did it first. • I couldn't help it. • I was just kidding. • He made me do it. • I can't help it. I have ADHD/A learning disability/Tourette's Syndrome etc. • What's the point of trying? I am only going to fail! • I'm not smart enough/talented enough/strong enough.

Responsibility is a key characteristic leaders need to develop in order to have opportunities and build a strong personal brand.

INTEGRITY

Integrity means that your words match your actions. "You walk your talk." If you tell someone not to smoke, you should not be smoking. If you tell people to be honest, you should be honest. You are modelling behaviour you expect in others. Without integrity you will not have the ability to influence others. Integrity is a key characteristic of a leader. If you say one thing and do another people will notice and your ability to influence will be negatively affected. Your integrity is tied to your believability. When people meet you they will be asking themselves, "Why should I follow this person?" "Is this person all talk or is there substance to who they are?" Your integrity or believability is connected to whether your words match your actions. Are you telling people to act one way when you are acting in the opposite way? Do your words match your actions?

For example, if you are highlighting the importance of hard work and you are taking a lot of time off, or not working as hard if not harder than the people you serve, then you lack credibility.

When I ask students: “Do you know people who tell you not to do something and you know they are doing it? Or they tell you that to be a good person you need to be acting in a specific way, but they aren't?” I get 80% of the audience with their hands up. People are always watching.

They see more people lacking integrity than those who have it. If you want to have influence on others remember that your integrity is the foundation of your ability to influence.

INITIATIVE

The ability to take initiative means to take action: to do something before being asked. My best employees are the individuals who see what's needed to be done and take action. At my summer camps, my staff know that if they see a camper who needs further instruction they give it, if a camper needs to be redirected they get it, and if something needs to be put away it's done. They don't wait to be asked. They take action. This is a sign of leadership.

TRUST

Trust is the foundation of leadership. The people you will be influencing will watch your actions and listen to our words. Do you follow through on your promises? Can people trust you? I tell the children that you don't have to trust an adult just because they are an adult. 1. Do they keep their promises? 2. Do they have integrity? 3. Does what they say make sense? 4. Do you feel comfortable with them?

I tell the children that they can put their trust into a leader gradually, but always have the option of taking that trust back if the leader does something that is questionable. To gain trust you must:

- Keep your promises.
- Do what you expect others to do.
- Don't do the things you tell others not to do.
- Play fairly, don't cheat.
- Model appropriate behaviour; be the example.
- Be consistent.
- Own your mistakes and learn from them.

Trust is something you earn, and is the foundation of leadership and your ability to influence others.

A POSITIVE ATTITUDE

An Important Leadership Attribute A positive attitude is an important leadership attribute. It will determine your level of success. ● A positive attitude will lead you toward success, opportunity and adventure. ● A negative attitude, however, will pull you away from success, opportunity and adventure.

Successful people add a positive attitude to their success equation. It is the secret ingredient that propels them toward achievement. Without it, they limit their level of success.



ATTITUDE + APTITUDE + TALENT = SUCCESS

There are many talented and smart people who are not successful because they lack the positive power of a positive attitude. People with a positive attitude see challenges as opportunities to learn, grow and then teach from their experience. Everyone will go through life's myriad of challenges. What will you do when faced with a challenge? Will you allow it to beat you down? Will you use the challenge to nurture your excuses for not succeeding or will you face the challenge and intentionally use it as a tool to grow? What have you learned from the challenge and what can you teach others from what you have learned? A positive attitude helps you push through the fear of failure. No one who has been successful has been able to escape fear. When we try a new activity there is fear. When we introduce ourselves to someone new there is fear. We have a choice. We can either face our fear or run away from it. People with a positive attitude look at fear differently. They see fear as an opportunity. They know that when they face fear and push through it they will open a door of opportunity and see that there is another door waiting for them to gain access to. By pushing through fear we have an opportunity to grow, build our resilience, and are now able to access a larger opportunity. It's like playing a video game. Everytime you beat a level you grow stronger and are now able to tackle the next level of the game. It's the same with fear. When you face your fear and push through it you are now stronger and ready for the next adventure. Fear is based on feelings, and feelings can be directed to change. Don't focus on what you cannot change. F.E.A.R. False Evidence Appearing Real.

Studies have shown that 60% of what we are afraid of has no foundation. In other words we shouldn't be afraid and there is nothing to fear.

THE YUKON

When I was 16 years old I had an opportunity to go to the Yukon for a month. I wasn't a big fan of flying and knew I would have to take four planes to get to my destination. The thought of a Yukon adventure outweighed my fear of flying. I flew from Montreal to Toronto, Toronto to Vancouver, Vancouver to Fort St. John, and Fort St. John to Watson Lake, Yukon. I had to maneuver myself through airports, and problem solve conflicts that would arise. When I got to Fort St. John, I realized the next plane was taking me to Grand Prairie, Alberta. I had to figure out how I would get myself on the right plane. I had an incredible experience in the Yukon. I worked at a truck stop, went to a K-12 school, had my first driving lesson (almost drove off a cliff) and saw the Northern Lights. If I didn't push through my fear of flying I would have missed an incredible adventure which prepared me for many other adventures in my life. It was the door I needed to open.



THE POWER OF A POSITIVE ATTITUDE

I met a man who, when he was an infant was abandoned by his birth mother. He was given up for adoption, so the mother could avoid the scandals that went along with having a child out of wedlock. This was the 1960's. When he was a young boy he was emotionally and physically abused. As a teenager he was bullied, and as an adult he was looked upon as someone who would not amount to much. You would think that someone who went through this much turmoil and negativity would be messed up. This man flipped every negative situation on it's side and found the positive. He believed being adopted gave him better opportunities and a better life; being abused helped him develop empathy for others; being bullied led him to advocate for the bullied and being seen as insignificant pushed him toward perseverance, tenacity and resilience. People didn't expect determination, persistence, inner strength, and a positive attitude - he changed negative situations into opportunities. This man was me. The result of my ability to see the positive in a negative situation led me to life lessons that I use to teach children every day. DUMB Throughout my youth I was made to feel dumb. If I tried to help out at home I was told not to bother. My help wasn't welcome. At school, I struggled with reading and writing. Teachers made me feel incredibly stupid. I was a very shy, easy-going boy, who was an easy target for bullies. People who called me a friend took advantage of my naivety, making me feel worthless. I struggled through most of my youth, but was always able to focus on the positive and minimize the negative. When I was in high school I was an average student. I received mostly C's and D's, with the odd A or "B" in music.

I was told by a teacher that my marks would most likely go down a grade if I pursued post-secondary school. I wasn't interested in the teacher's opinion. I figured it was up to me whether my marks improved or not. I knew that when I enjoyed something I got hyper-focused on. The key to my success would be choosing something I really enjoyed. I did go to university and received A's and B's. What did the teacher know anyway? A positive attitude helped me push past the naysayers and achieve my goals.

ROCK STAR

Many people told me that I couldn't sing. Doors would be slammed in my house when I belted out a Barry Manilow song (Look him up. He was my hero). I didn't receive much encouragement. I remember singing my heart out to a Barry song, not realizing that my brother Craig was watching the entire time. He just shook his head and walked away. I don't think he was very impressed with my voice and my stage presence.



In 1983, I received the opportunity to be the lead singer in a band called Channel 5. I took the chance, which I thought would only last a few months. My career as a lead singer lasted six years. I had incredible experiences. I recorded with Paul Northfield, who engineered the Police's Synchronicity album, Bowie's Tonight Album, and Rush's 2112 album. We won the Q107 Homegrown Contest twice and performed at places like the CNE Grandstand. It was six years of developing my skills as a performer. We didn't become world-famous; however, the experiences help me grow into the keynote speaker I am today. My positive attitude led me to adventures and positive growth.

OUR ATTITUDE SHAPE WHAT YOU BELIEVE

Your attitude isn't everything, but it is one thing that can make a difference in your life." **John C. Maxwell**

Your attitudes shape your beliefs. If you believe you can, you will. If you believe you can't, you won't.

Attitude is no substitute for Aptitude

I do not believe that if you have a positive attitude you can accomplish everything. I do believe that a positive attitude will help you do things better and determine your level of success, however you need to be realistic. I may want to be an NHL hockey player, and have a positive attitude attached to my desire, but realistically, I am not likely to enter the NHL. A positive attitude will help me become a better hockey player and lead me to opportunities. A positive attitude moves us toward things we cannot see and adventures that will help us grow.

SELF TALK

How you communicate with yourself and how you think affects your attitude and beliefs. You must be aware of your inner voice: are you limiting your success by what you tell yourself?

Successful people are in control of their attitude and what they believe. When the COVID-19 virus prevented me from operating my after-school programs and school presentations I was in a state of shock, riddled with the anxiety. I faced the “WHAT IF SYNDROME.” My presentations in Scotland, Bermuda and Alberta were cancelled. I potentially had to cancel my summer camps. Was everything I worked for now finished?

What was I to do? I soon realized there was no point of worry about things that were out of my control. I shifted my attitude from the “What If Syndrome” to how can I look at this situation as an opportunity. What is positive about this pause in life. My attitude shifted and my beliefs became positive. I started to see the “pause” as an opportunity to better myself physically, mentally, and spiritually. I also took the time to work on my business. I produced two videos, a podcast, a new website and two new books. As I began to think about what I wanted out of life I realized that I loved adventure. I am passionate about helping children and creating new adventures. Maybe the COVID-19 pandemic was a new adventure. I started to refine what I wanted out of life and appreciate what was important. I get extremely busy and immersed in too many things. The busyness of life was diluting focus and preventing my personal growth. This “pause” in life pushed me away from being too busy and help me take time for my personal, physical and creative life.

With this new attitude came hope, courage, and the belief that my adventures were just beginning. My anxiety level decreased. Take control of your attitude and beliefs so you too, can gain proper focus. A positive attitude doesn't guarantee success; however, it puts you on the right road.

For example, I can walk up to a garden with my positive attitude, and wish my weeds away, but the weeds will still be poking through the dirt. Your positive attitude must be paired with action. You can positively say to yourself that you are going to lose weight, but if you don't get your butt off the couch and get yourself into the gym, nothing will change. Words are just words if actions do not follow them.

THE THOMAS EDISON STORY - BELIEF

Thomas Edison, inventor of the lightbulb, phonograph, and microphone was brilliant. The evidence is found in his creativity and genius. He believed that if you think the impossible you can do the impossible. When Thomas was a child he received a note from his teacher and was instructed to deliver the note to his mother. He was told not to open the note and to give it to his mother immediately on arriving home. When Thomas's mother read the note she began to tear up and was visibly upset. Thomas asked his mother what was wrong? "Your teacher has said that you have a brilliant mind. They can no longer serve your needs, so they are recommended you go to a special school for kids who have great minds like you." Thomas was elated. Years after, Thomas's mother passed away. Thomas found the note with his mother while he was cleaning out her house.

The note said: “Thomas is struggling academically and I feel he would be better served at a school where his needs would be met better than they are being met with me. I hope you understand.” signed by Thomas’s teacher. Thomas’s mother wanted to ensure Thomas believed in himself and in his abilities. The teacher didn’t believe in Thomas, but his mother did. If Thomas heard the true message of the note and believed he had limitations would he have pursued his genius?

There will be times in your life when others don’t see your potential or believe in your abilities. No one can determine your success and what you are able to do except you. People will believe what they want to believe. Don’t allow naysayers to push you off course. Spend 80% of your time working on your strengths, believe in yourself, and you will push your life forward and reach your potential.

“My greatest fear when I died is to be introduced to the person I could have been.” **Anonymous**



YOUR ATTITUDES AND BELIEFS

"Cool" is the same as "confidence and courage." A cool person has the confidence and courage to be themselves. They are not actors who change roles according to whom they are with; their values and morals stay consistent across all groups. For example, they are not afraid of being the only person who enjoys lacrosse in a room filled with hockey fans. They don't allow their friends to dictate what cool is for them. They hold on to what makes them who they are. Your clothes, the music you like, the friends you hang out with, will never be the defining factor in your "cool." There will be people who believe "stuff" is what makes them cool, but most people will see through this facade. It is your character and who you are as a person that people will see. Don't let stuff become your cool.

Clothes, and music, are ways of expressing yourself, but will never make you cool. There is nothing wrong with wearing a brand you like or owning something cool, but these things will never make you cool. The true meaning of cool is just being yourself. I met an intermediate student after a leadership anti-bullying presentation in Stoney Creek, Ontario. He wanted to argue my definition of cool. He believed that to be cool you had to be sassy, talk back to adults, do what your friends were doing and buy into trends. His definition of cool was a reflection of what his friends believed. He was also being influenced by social media and what companies who sold products were leading him to believe.

Another example of students who defined cool the way way was a group of grade four boys in Oakville wanted to start a boys club. To become a member of this club you had to: 1. Get kicked out of class and be sent to the office every day. 2. Swear outside at recess. 3. Bully someone during the school day. 4. Look for ways of negatively affecting others. You may think: who in the world would want to be part of this club? Most of the boys in their class wanted to join.

The hook was that if you join you would be a member of the cool club. The need for acceptance is powerful. Feeling cool helps some children feel accepted and gives them status. We all want to feel connected, but we need to pursue positive opportunities to achieve our goals and fulfill this need. The problem is that some children allow others to define their cool and provide them with opportunities that have negative results. These opportunities negatively affect self-esteem and confidence. If you don't define your cool yourself, others will do it for you.

I started to wonder what the factors were that determined a person's "cool?"

WHAT DETERMINES YOUR COOL

FAMILY

What do your family members value? Do they value helping others or is it all about what they can get out of a situation? Are they selfish or selfless? Do family members believe that appearance, the clothes they wear, the size of their house, and the value of their car are more important than becoming a person of character? What are your family members modelling?

"The situation you are born into will not predetermine your level of success. Make it the factor that excels your success factor." -Anonymous

I remember seeing a lady walk to her Lexus (a very expensive car), turn to her friend, and say “I’m going to drive my hundred thousand dollar car.” What was the message in this statement? Is she saying that she is more important, and cooler because of the car she drives? Leaders realize that status symbols like houses, cars, and clothes are not as important as building a strong personal brand through the development of character. Because your character is what people will eventually see.

YOURSELF

What do you value? What do you tell yourself you need in order to fit in and be popular? Do you define your cool or do you allow others to do it for you? Do you focus on inner personal development or building your outer facade?

FRIENDS

Do you allow your friend’s interests to dictate what shoes you buy or what brands of clothing you wear? Do you care what cell phone you have or whether you are on social media or not? Would you allow your friends to tell you who you can hang out with? If your friends are swearing, smoking, vaping, or putting others down would you follow along or take a stand? Who defines your cool? Do you or is it your friends?

SOCIAL MEDIA

Everyone presents their best side on social media: their best vacations, coolest shoes, best haircuts, perfect complexion, newest toy and happiest moments. Social media steers the cool factor to unrealistic and unattainable levels. Social media moves us away from what cool really is, which is to celebrate what makes us unique.

What makes you different as a child is what will make you great as an adult.” -Scott Graham

BIG COMPANIES SELLING THE BIG DEAL

When a company wants to sell you their product they sell you two things. They sell you the product and what the product will do for you. They feed into your need to be accepted and noticed, convincing you that if you buy their overpriced product you will gain popularity, become beautiful, handsome, rich, talked about, noticed, and cool. This is a lie.

I was speaking with a group of grade six students who were all about their shoes. These kids were buying \$1200 shoes (or their parents were) because of a brand name. They believed these magical shoes would give them status. They were buying a pair of shoes that cost \$34 to make for \$1200. They weren't even good shoes. The need to be cool outweighed common sense. They should receive a shirt with the shoes with the word "SUCKER" printed boldly on the front. This just goes to show the importance of defining your cool and not allowing other influences to do it for you. Think of the money you'll save.

We need to be aware that we all have the need for status, growth, love, and certainty. We need to control what we seek to fulfill them. How will we gain our sense of belonging? How will we grow? How will we feel love? Self-awareness will help us regain control and develop a real sense of cool, which will lead to confidence, self-acceptance, and courage. The knowledge of being aware of ourselves, our needs, our abilities, self-regulation, and how we affect others is called emotional intelligence. The awareness of our emotions when they happen.

LEADERSHIP STRATEGIES

Here is some additional information to help you define leadership. You must realize that you can become a leader. People are not born leaders, as some people may believe. Leadership can be learned. If you understand the attributes of a leader, you will know they are attainable.

Familiarize yourself with the characteristics of a leader, so you too can reach your potential.

Every accomplishment, great or small, begins with, "I'll try." - **Ted Key**

ARE YOU A LEADER OR A FOLLOWER?

Leaders: • Make their own decisions. • Stick up for what they believe in. • Are not afraid of what other people think. • Will not sacrifice their beliefs in order to fit in. • Do not give up no matter how hard something is. • Have the "I will try" attitude. • Use mistakes as life lessons - they learn from their mistakes. • Attract others by showing that they can handle difficult social situations like peer pressure, teasing, and anger in a thought out, positive manner. • Gain admiration and respect. • Help and teach others by being a good role model. • Are given opportunities because they are noticed in a positive way. • Listen to other people's opinions and are sensitive to different beliefs, traditions, and opinions. • Are caring of others. • Encourage others. • Are good sports. • Have integrity; they "walk their talk." • Are honest. • Keep their promises. • Look for ways of developing their leadership skills - it is a lifelong journey.

ADDING VALUE TO OTHERS IS KEY TO LEADERSHIP

A true leader adds value to others. They see opportunities that lead them to help others who are in need of assistance. Leaders do not need to search for these opportunities as they are naturally directed to them. Leaders are people of action. They think of others' needs before their own. Leaders break free of their selfishness and put the needs of others first.

Your job title does not make you a leader, nor does a position on a team, or your intelligence. You may hold a leadership position, but position alone does not guarantee leadership. For example, being the captain of your hockey team is only an opportunity to lead. The position does not make you a leader. It is an opportunity to develop your leadership skills and gives you the responsibility to lead. What will you do with the position? How will you help others with this opportunity? Leaders don't boss people around. Leading means people will follow you. Most people will not willingly follow a bossy person.

If you are in a leadership position and you don't have anyone willing to follow you, you are just going for a walk. - John C. Maxwell

REACTING OR RESPONDING

Leaders learn to respond to situations rather than react to them. When you react to a person or situation you are emotional. You are not problem-solving or thinking through to a solution. You are reacting. If you respond to a person or situation you are thoughtful, not emotional, and are able to think through to a solution. You respond appropriately and with a well thought out response.

FAIRPLAY

When you are playing a game, follow the rules. Some people want to win no matter what, however, if you cheat, you have not won. Winning only happens if you play by the rules, play hard, and then win. Cheating is connected to lying, poor character, and lacking integrity. It's all connected. Cheating is a reflection of poor self-esteem and a lack of confidence. When you cheat you negatively affect your reputation; how people see you. This may affect potential friends, whether people want you on their team, and your credibility as a leader.

PROMISES

Promises must be kept. Breaking a promise directly affects your leadership credentials. You cannot cross your fingers to get out of a promise. Saying, "I was only joking," doesn't work either. You have strong leadership influence and you must become a person others can rely on. Telling the truth and keeping your promises will help you build your leadership credentials.

NICE GUYS FINISH LAST

I believe in the saying, "nice guys finish last." This is a saying that was said by Leo Durocher, manager of the Brooklyn Dodgers. He was commenting on players from the New York Yankees. The inference is that if you're too nice you are going to lose. The reason I believe this statement to be true is because I believe in the complete phrase. Nice guys finish last only because they put others first. They add value to other people's lives by turning away from their innate selfishness and turning toward looking for ways of helping others. "People may see your deeds as having ulterior motives, but do them anyway," is one of my favorite quotes from Mother Teresa. I personally enjoy helping others and as a leader, I look for opportunities to take action. My reward is not money or acknowledgment, but the ability to contribute and add value to another person's life. There have been many detractors in my life thinking that the sole purpose of my actions is to promote what I do. I cannot change their opinion. All I can do is to seek these opportunities so I can take action and make a positive change. This is my focus. This is my purpose.

Some people value things like the size of their house, and the type of car they drive and how much money they have in the bank. When these people become old and less capable wonder if they will ask themselves, "What difference did I make to another; what difference did I make in the world?" Leaders value what they can do to help others and make this world a better place. What will your legacy be?

DETRACTORS

A detractor is a person who criticizes someone unfairly. If you don't have detractors you are not making a difference. No one will bother you if you are average. The people who are intent on making a difference and who are successful, attract detractors. Detractors often referred to as "haters," are people who dislike you and criticize because your success makes them feel inferior. There is no rational reason for them to dislike you. You have not done anything to them. They simply dislike you because you are doing something they are not or have a quality they don't possess. It's like the good looking girl hating the cute girl because she feels that the cute girl is taking attention away from her. She is losing her status of being a good looking girl or the singer in a popular rock group haters because they are successful. Don't let detractors influence your decisions that lead you toward success and opportunities.

The danger detractors pose is that they lead their victims to believe that there is truth in their statements. If you start to believe the detractors you could stop doing the great things you are doing, or you could believe their lies. If, for example, the detractor told you you were dumb, you may believe them. The more you repeat this lie, the more likely you are to believe it to be true. If you believe it, it becomes your reality and rules your life.

People are funny. When you are bobbing along and coasting on mediocrity no one notices you nor do they give you any grief. Most people can handle a moderate degree of success, but if you become too successful, watch out. The razor-sharp talons come out and people try to tear you down. There are so many examples in the celebrity world. I have witnessed this happen with numerous musical pop groups. When they first came on the scene almost everyone loved them. As they start to gain momentum and reach the peaks of success the same individuals come out with phrases like: "They are not that great" or "we are better than they are!" I believe success mirrors people's insecurities and feelings of inferiority. As a leader, we must understand that this reaction exists, however it should not deter us from becoming successful or reaching our goals. It should empower us with determination and motivate us to use the gifts we have been given to help ourselves and those around us. Keep your eye on your goals, aspirations, and focus on adding value to others. Along your journey, there will be people who will try to push you off your course, but become resilient and never take your eye off your target and you will have a positive effect on the people you reach.



HOW TO DEAL WITH A DETRACTOR

If you look for the bad in people expecting to find it, you surely will. A detractor is someone who puts you down.

When you're proposing ideas at work, your detractor is the person who finds fault with everything you say. They walk around in a dark cloud, infecting other people with their dim outlook on life and bad attitude. How does a leader deal with such a person? What do you do when someone is purposefully mean, rude, or cruel to you? My advice is to use these confrontations as leadership opportunities. You could be reactive and start yelling and throw your hands about, however, all you will be doing is adding fuel to their fire. You may even be giving this "Saggy Puss" justification for treating you poorly. What you want to do is rise to the occasion. You have an opportunity to model self-control, tolerance, patience, and assertiveness.

Here's what you do: 1. Take deep breaths and in your head repeat:, 'Stay Calm ...Don't React....Stay Calm....Don't React.'" 2. Look at the "Saggy Puss" directly in the eye. 3. Use a calm, controlled tone of voice. 4. Be aware of your body language. Stand Straight. Don't Fidget. Remain Calm. 5. Direct a calm, carefully thought out message. If the "DETRACTOR" is offending you, tell them. If they are being rude, tell them. 6. Being overly nice works as well. If you respond in a manner that is unexpected, such as being overly nice, you are likely to defuse the situation and bring the inappropriate behavior to the attention of the "Saggy Puss."

There are some people in this life who constantly focus on the negative and are unable to move past their situation or readdress their focus on what could be a positive situation. They focus their attention on the negative in their lives and only see negativity in others.

It does not matter what situation you go through because every negative situation has a positive side. It's easier to wallow in your pain and misery, however, because it is a choice, it is far better to realign yourself and focus on how you can use a negative situation in a positive way. It is not easy, but it is possible.

There have been times when I have had to deal with detractors. The first time I heard the term detractor was when I was invited to a meeting with three school board superintendents and the assistant director. I had spent two years asking the school board whether I could create an anti-bullying conference for the students. I received excuses like: “we don’t have the money,” and “we have people on our board who do these things.” I was tired of asking so I hired the speakers, booked the facility, and had fliers printed. I was now just asking if the school board wanted to come. When I walked into the meeting the first thing I heard was, “Everyone in this room supports you, we just want to protect you from the detractors.” There are people asking, “Why does he get to do this? Who does he think he is? What qualifications does he have?” There were a few members of a specific educational group who saw me as a threat. They were actually told by their union head that if I was ever seen in a school presenting my anti-bullying assembly that they must call the school superintendent to complain. This forced the superintendent to call the principals of the school. I wasn’t charging for these presentations and they were done on my personal time. I could have taken the union head to the Human Rights Tribunal and made a big deal of this educational group’s ridiculous behaviour. I decided the best approach would be to continue offering anti-bullying presentations and leadership conferences. Detractors hate other people being successful. Success is the best way of deflating the detractors

Prove to everyone they are wrong by continuing your work. Gather the support of your encouragers because the detractor's behaviour gets pushed back in their face and are seen for what they are: people who would rather put up walls than work for the good of others. I have offered two successful conferences and at capacity. They served over 3200 students. Life is filled with lessons and it is up to us to learn, grow, and teach what we've learned. If it's the right thing to do, do not let anyone distract you. Showing detractors with kindness, and being successful is the best defence against detractors.

DISCERNMENT

Leaders learn to discern. Discernment means to figure out what is true and what is false information by analyzing the facts and not relying on others to think for us. We are constantly being fed opinions by the media and by our peers that are not based on fact but on misinformation or simply opinion. Just because it's written in the newspaper or televised doesn't make it true. Leaders think for themselves. They don't turn opinion into fact and they don't spread rumors as fact.

We hear about celebrities and their failings because it's newsworthy. It's only newsworthy because it's sensational and information we digest without thinking about whether it's a half-truth or a fact. Leaders base their opinions on facts, not rumors and hearsay. Don't hate a person because someone tells you to. There is always more to the story that you are led to believe.

MORE TO THE STORY

A young man came to school every day crying. No one knew why. All they could see as this boy was upset at least once during the day. The boys in his class eventually started calling him a cry baby. Midway through the school year, it was disclosed that this boy's mother was in the hospital dealing with a rare form of cancer. The boy was worried that he would lose his mother to the disease. When the entire story was disclosed the reason behind his crying every day became understandable.

Bobby Madison was known as the meanest kid in school. He would punch you in the nose for just looking at him. Bobby didn't have friends and was constantly being suspended from school for his behaviour. At the end of the year, a social worker visited Bobby's house so she could get a handle on why Bobby was acting so inappropriately. The social worker soon found out that Bobby's father had recently passed away. His older brother was beating him up daily and his mother was never at home as she was always working. It became evident that Bobby's behaviour was a reflection of what he was dealing with. It is easy to judge before we have all the details of a person's story. Leaders are not quick to judge. They look for ways of helping a person by getting to know the entire story.

REPRESENTING YOURSELF AS A LEADER

There should be something that distinguishes you from the people who are not leaders. How you present yourself does make a difference. First impressions will have an impact on how people perceive you and on your credibility

We are all judged by our behaviour, what we say, and how we dress. Just be conscious of this as it will have an impact on whether people see you as a leader or not. If you are a teen and wear pants that highlight what kind of underwear you wear, you are probably not leaving a good impression. If you are a girl and wear shorts that are too short, again, you may not be leaving a positive impression. These are examples of types of clothing that may lead to negative impressions of you. There is a fine line between self-expression and clothing that leads to a bad first impression. You need to decide how you want to come across to people and dress accordingly. This goes for your behaviour and choice of language. When you tell people you are a leader there will always be someone who is going to try to discredit you. Don't give them the ability to take you down. Be aware of the way you dress, speak, and behave as they are always watching. When you greet someone you should make sure to look them in the eye, give them a firm handshake, and use an assertive tone to introduce yourself. This form of introduction for youth makes a solid impression on those you meet. It leaves a solid, positive impression.

Dress for success Proper hygiene: deodorant, clean nails, well groomed Eye contact greeting with a hand shake Your words match your actions No profanity or rude jokes

RESILIENCE

The best defense against bullying and the challenges that we all face in life is building our resilience. Resilience is our inner strength; our ability to stand up to the forces that try to bring us down. It is necessary to rescue children from hardships, as no one wants to see a child suffer. It is important to protect children from dangerous situations, however, it is not in their best to rescue children from everyday conflict and hardship. Sometimes the best lessons learned are from life's hardships and mistakes.

There was a school trip planned for grade 8's. It was planned for the month of February. These students were going to go on a ski trip. When parents gathered to discuss the trip the concerns were 1) Why February? The bus could hit a patch of ice and skid off the road. 2) Who will make sure my kid has their hat and mitts on when they are outside? These students are 14 years-olds. If they go outside without their hats and mitts on I am sure they will soon realize that they should put them on or freeze!

I had a mother at my camp who was upset with my staff because her child came home with a mosquito bite on his ankle. Another parent was upset because her kid was playing outside all day. It is summer camp. Aren't kids supposed to be playing outside all day? These examples are extreme, however they deliver the point that children need to figure out how to deal with daily struggles by themselves at times, with only a small amount of parental help, not a parental take over.

POWER OF THREE

When you try something new you should never quit after trying something once. You should always give whatever you do a three-time try. Whether it's an activity, a camp, or food. After three tries you should know if it's for you or not. I see so many kids give up after one try. You do not know whether an activity is fun or not after one session.

I had a camper named Darcy who enjoyed my lunch-hour programs. He decided to try one of my summer day camps. He wasn't sure whether he would like camp, but decided to give it a try. He wasn't blown away by the first few days, but decided to finish the week. By Friday, Darcy started to enjoy his camp experience. He ended up enrolling for the entire summer, which included seven day camps and two sleep-away camps. He later came to our winter sleep-away camp and just recently completed his second summer. Darcy has been hired as a full-time paid staff and has decided to go into teaching because of his love of camp. Darcy is one example of how not quitting can lead to a life changing experience.

When you give up after one try you are giving up on an opportunity that could lead to potential success. You don't know if you are good at something after one try. Who knows, maybe you will meet your best friend at this activity if you just give it a few more tries.

The rule of three applies to activities, skills, foods, relationships and on developing personal characters. The Rule of Three applies to life.

TENACITY

Tenacity refers to never giving up. In this world, there are many things that can discourage you as a leader. It may be your friends, your peers, or yourself. You need to keep your eyes on the prize.

Focus on where you want to go in life and do not veer off course because of naysayers. I

mentioned I offered two conferences for free to fifty schools. The conferences was a success. I did not receive one “thank you” from any of the schools. This could lead me to think, “what’s the point of giving such a gift to so many when it is unappreciated?” My focus needs to be on the positive effects the conference had on the 3200 students who attended, and not the fact that schools lack gratitude. Remember that where focus goes energy flows. Focus on the important aspects of what you want to contribute in life. Be tenacious. Do not let the negative direct the positive. Fight forward and never give up.

TOLERANCE

Being tolerant can be a challenge. Being tolerant means being patient. This is not always easy as some people can be very difficult. Being a leader is not always easy. When you deal with a difficult person, stay calm, and think about your words and actions before you take action.

Difficult people love it when you get angry and are not in control of your actions because they will use these situations against you. If you blow it, use the experience to learn and grow. We all blow it sometimes but we can use our mistakes as life lessons and opportunities to grow as leaders

.

Just recently I had to deal with an angry dad. He was angry because all the doors in the school were locked. This is a standard policy now. It ensures that all adults check-in through the main office after entering the school. I calmly explained the reason why the doors were locked, but he didn't seem to care. He continued to talk in circles, getting angrier and angrier. It was a totally inappropriate way to behave in front of his boys. I became very frustrated and launched a few very inappropriate adjectives his way. After they left my mouth I could not believe I said what I said. All day I was coming up with rationalizations on why I said what I said. The reality was that I blew it. I lost control and acted inappropriately. I apologized for my behaviour and learned that when I get frustrated, it is better to walk away than to continue a conversation that is going in circles.

Tolerance means being patient with people who are angry, acting inappropriate, or who may have a different opinion than you. Being tolerant also means being patient with yourself when you blow it. We need to be patient with others and ourselves and treat everyone equally.

GET ORGANIZED

Schools do not make it easy to keep organized. You get a small desk and a small locker. Being organized helps reduce frustration and increase your ability to get things done. Don't you hate it when your teacher asks you to find your work and you can't because your desk is such a disaster? You can never find a pencil, an eraser, or your completed homework. You have to redo the homework you have already completed because you can't find it. Take action! Keep your desk and locker organized and you will find you will have more time to do the things you want to do. This goes for your bedroom at home too. It allows you to enjoy your personal time instead of wasting it.

Suggestion:

★Get a folder for all your loose papers ★Keep your exercise books on one side of your desk and your “needed” textbooks on the other side. ★Have a sharpened pencil and eraser handy at the front of your desk. ★Do not put any unneeded materials in your desk. ★Keep your extra supplies in your locker. ★You can buy organizers for your locker that will help you keep organized. ★Because lockers are so small, just keep the necessities in your locker. ★Lockers are for your coat, hat, gym clothes, lunch, and boots. ♥Keep it simple.

ENTITLEMENT

There seems to be a lot of entitled people these days. People who think the world owes them. People who think they should always be first in line, first for a prize, first in life. The world owes you nothing. If you want to accomplish something then work for it. Don’t wait around for someone to give you “your goals and dreams.” Work hard, be persistent, have courage and you will receive what you work hard for. Those who wait for a handout usually need a hand up when they realize the game is over and everyone has gone home.

Entitlement robs you of opportunities to learn and develop confidence. I met a boy who received everything he asked for. If there was a toy he wanted he would just need to ask. When he reached the age of 16 he, of course, was given a car. The moment “entitlement” bit him in the butt was when he left home and had to do life himself. When he didn’t have the money to buy himself everything he wanted. This realization often leads to mental health issues like depression and anxiety. Anything worth receiving only has worth when you put in the elbow grease to earn it. Then it is actually worth something.

THE POWER OF NEGATIVITY

You may receive hundreds of positive criticism, however, why is it that when you receive one negative comment that it has so much weight? We spend so much unnecessary time focusing our energy on negative comments. The reason for this is how we process negativity. Our brain processes it differently and it affects us emotionally. Words are powerful. They can raise us up or they can tear us down. The next time you are the victim of negative criticism, try to refocus your attention on positive comments. Be in control of where your focus goes. Where focus goes, energy flows.

CHOOSE YOUR BATTLES

I remember sitting in a school office listening to two eight-year-old boys argue about whether one of them put their lips on the water fountain or not. This was followed by the one boy accusing him of lying about his age. The amount of time and energy expelled and wasted was ridiculous. It is important to assess whether something is worth arguing about. Standing up for a friend who is being bullied is a battle you should fight. Taking a stand on your beliefs is a worthy battle, but some arguments need to be walked away from, like whether or not your friend's lips touched the water fountain, as it is simply a waste of your time.

BUILD YOURSELF A HERO: BUILD A STRONG PERSONAL BRAND

“Branding is what people say about you when you are not in the room.” - Jeff Bezos

Define Your Inner Leader: The first thing we need to do is define what makes us who we are. Some of us have labels like Attention Deficit with Hyperactivity Disorder (ADHD) or learning disabled. Others have athlete, musician, shy, or outgoing. Whether we have a fixed label or not, we all have strengths and weaknesses. We need to figure out what our strengths and weaknesses are and work with the labels we have affixed to ourselves so we can develop our inner leader.

We are all born with strengths and weaknesses. It is the people who use their strengths to develop their weaknesses who have found the power that enables them to enter into a new situation with a sense of adventure. They take risks and have the confidence to do so. Too often we talk ourselves out of what we are capable of doing because we lack this power.

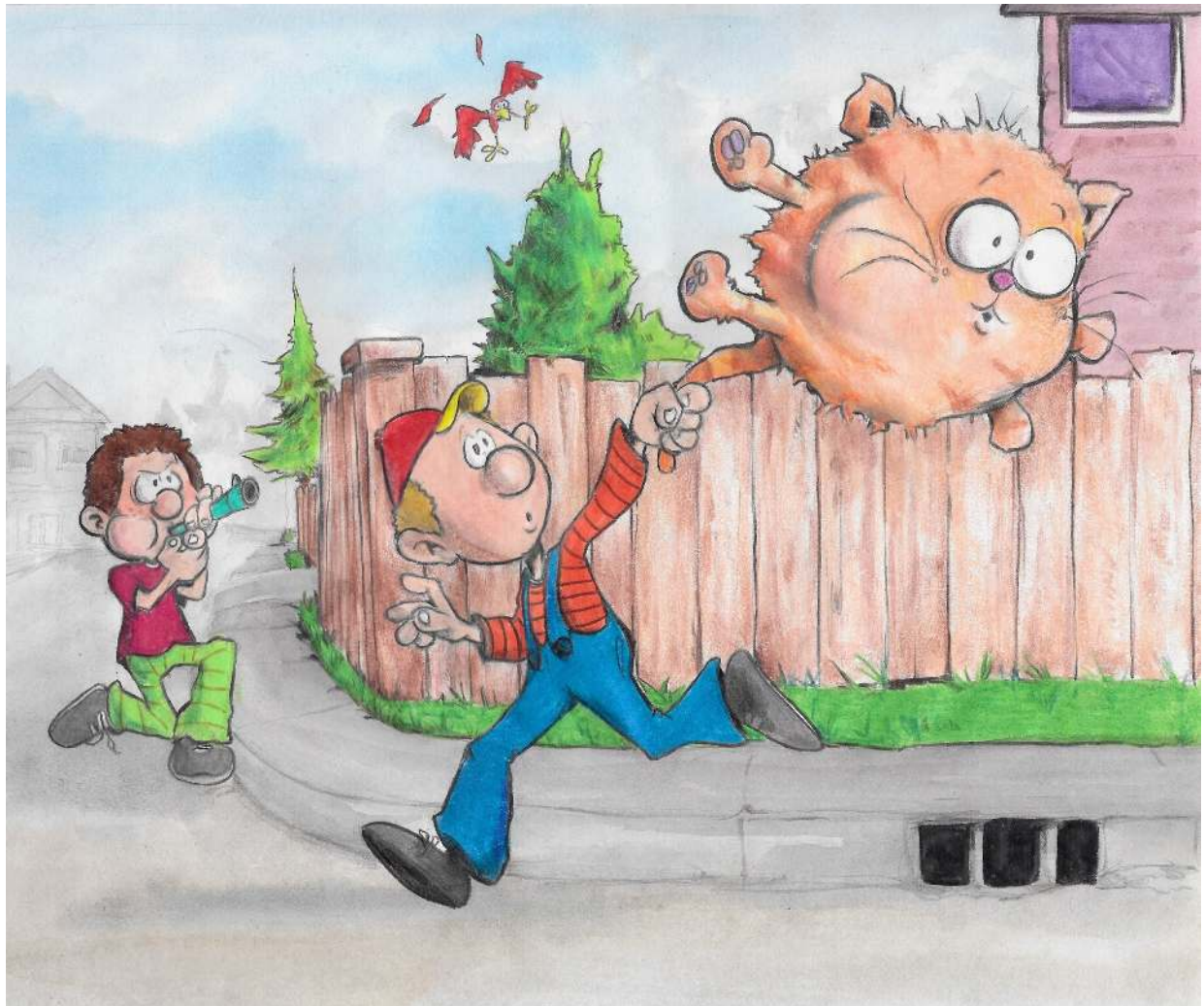
Beethoven lost his hearing but still managed to write some of the most famous symphonies the world has ever heard. Walt Disney had a learning disability and was turned down by many companies before someone gave him a chance to prove himself as a cartoonist. The list of people who used their strengths to overcome weaknesses is endless. It is much easier to give up and not take chances. Those who take risks are people who will eventually reach their full potential. It is important to have an accurate perception of your strengths and weaknesses so that you can develop a secure sense of who you are and where you are going.

There are people who think too much about their weaknesses. The power that you are looking for comes from feeling good about yourself. If you are constantly thinking about the things you cannot do, you will never do what you can do. Think about the things you want to do and do them. Don't make excuses. Look for opportunities that will help you reach your potential. Every time you take a chance and are successful, you give yourself a little more of this power. With this power comes the confidence to try whatever comes your way.

Spend 80% of your time nurturing your strengths, and 20% of your time working to improve in areas that require improvement. Developing your strengths will determine your level of success.

When I was in grade seven I realized that I had difficulty reading and writing. I learned what my learning disability was and as much as I could about my ADHD. I used this information to propel myself towards becoming a bestselling author. My ADHD and learning disability became my superpower. I've mentioned that had the pleasure of being involved in a rock group for six years. My decision to be in a rock band came with many risks. With these risks came many rewards and opportunities. I gained the confidence to stand in front of large audiences and entertain. I also gained an appreciation for making good decisions. I met people who were making poor decisions and I saw where it led them. This motivated me to make good decisions that would not only help me but others as well. If I had not acted on the opportunity of being in this band I would probably be in a different position in life now.

Be willing to hear a thousand no's because you only need one yes. Take risks, look for opportunities, and keep the "I will try" attitude. If you feel good about yourself, you have the power, and each time you take a risk, you help yourself find this power that will lead you toward experiences, opportunities, and success. As you become successful, be prepared for people I refer to as "Saggy Pusses;" negative people, detractors, naysayers, who attempt to steer you away from your potential and your right to celebrate each day's successes and failures. These individuals only have power if you give them power.



THE RIPPLE EFFECT

“If you help enough people get what they want, you will get what you want.” - **Zig Ziglar**

The "Ripple Effect" refers to the power a person has when they do a good deed for someone else. When you perform random acts of kindness, you feel good about yourself, raise your self-esteem and in turn, make someone else feel great! You are admired and given opportunities. When you selflessly give people what they want, you receive what you want: confidence, self-esteem, joy, and resilience. You:

- Receive positive attention.
- Have people talking about you in a positive manner, reinforcing a positive image.
- Are given opportunities because you have proven yourself to be reliable and trustworthy.
- Will find that people will do for you what you have done for them.
- Are admired and respected by others.
- Will be a person other people will want to be like.
- Will stand out in a crowd; people will see you as a leader.
- Will feel great about yourself, increasing your feelings of self-esteem and self-worth.
- Will develop the confidence to do anything you set your mind to do.

Leaders look for ways of adding value to others. They put other people's needs in front of their own. We all default to being selfish. We have to be intentional and pursue selflessness, so that our influence helps others move forward.

ENTITLEMENT

We live in the "Entitlement Era," where people think they are entitled to opportunities and material possessions that they have neither worked for nor earned. Individuals who have a good work ethic think beyond themselves and search for ways of helping others. They have figured out that the true reward in life is the way you feel about yourself when you help others and work for success.

"Few of us get dizzy from too many good turns" -Anonymous

SPORTSMANSHIP

There are two ways to exert your strength. One is pushing down, the other is pulling up. **Booker T. Washington**

Sportsmanship is the opportunity to treat others with respect and model leadership behaviour.

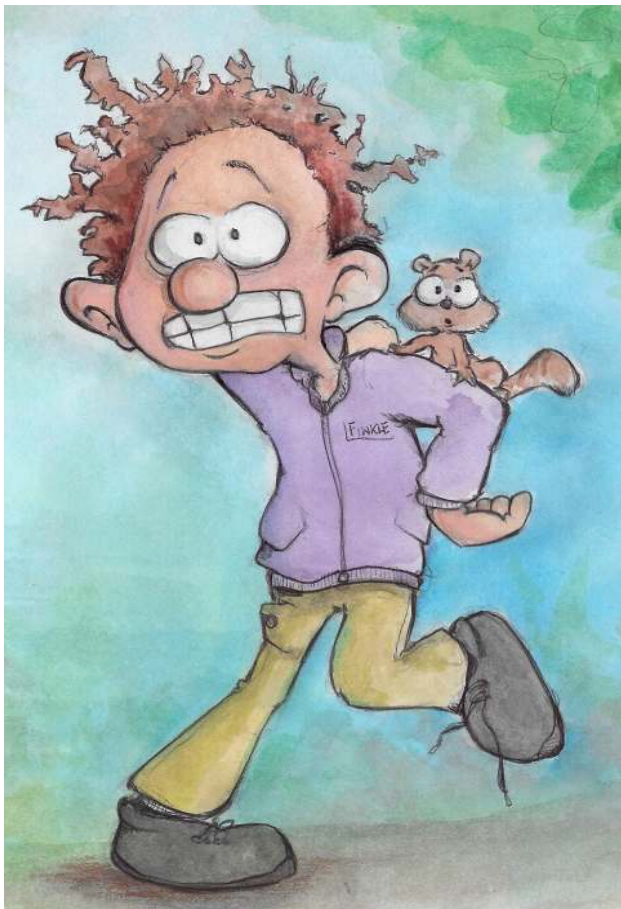
- Be a role model - You can teach by setting a good example. Many people learn by watching others. Model fair play, honesty, hard work, and grace.
- Encourage others - help other members of your team who may not have your skills or who may not understand the rules of the game.
- Work as a team - look for opportunities to help your teammates. As it has been said, "There is no "I" in team."

Ways of Helping Your Team ● If you get the ball/puck, pass it to a fellow teammate instead of keeping it. ● Always play by the rules; if you are out, you're out; do not change the rules to meet your ego.

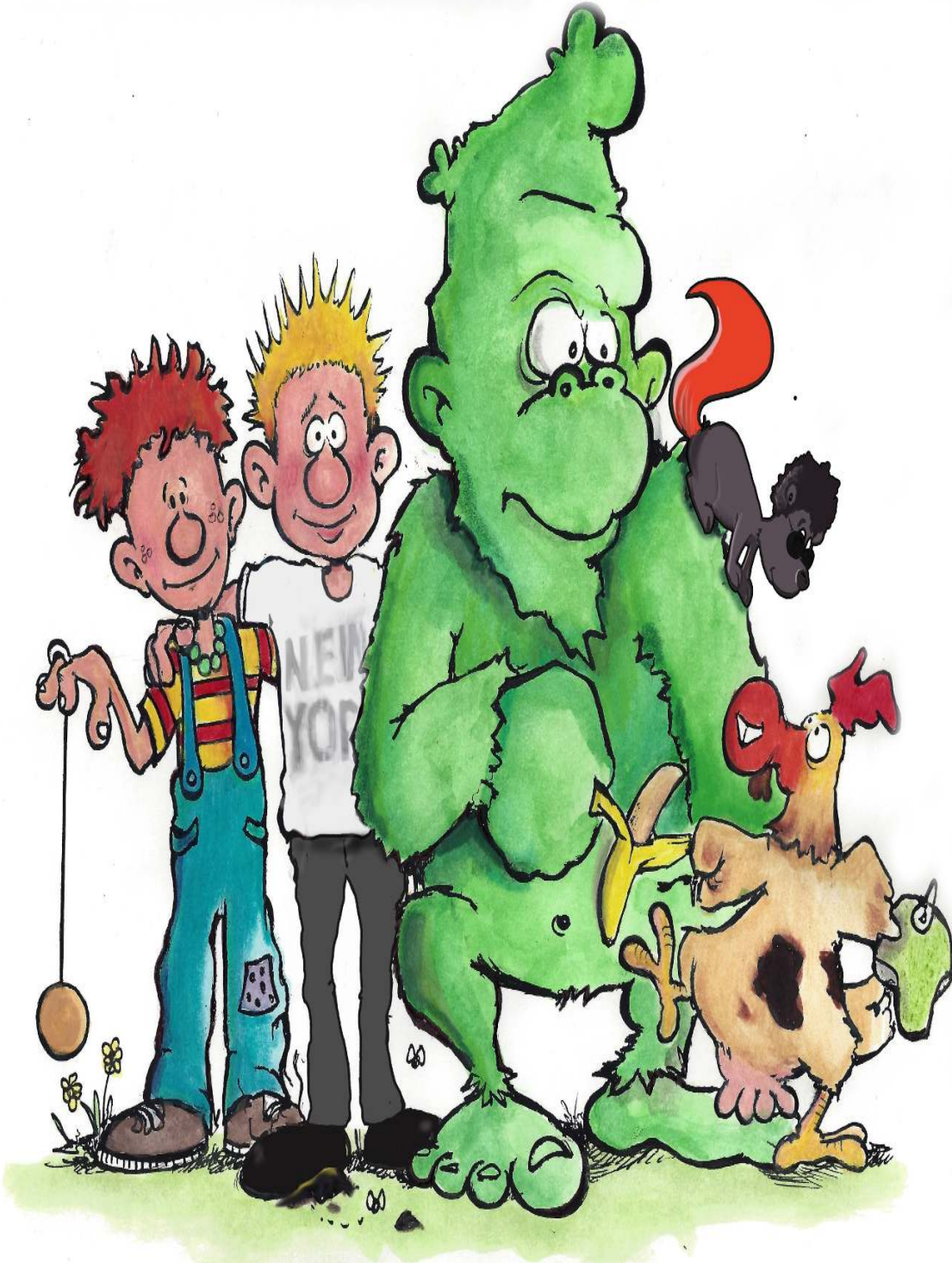
● Make sure you listen when your coach is teaching you the rules of the game. ● If you do not understand the rules or are not listening when the coach is explaining them to you, you will be playing by your own rules. It will look as if you are cheating. ● Handle both winning and losing in a sportsmanlike fashion. ● If you lose, learn from your mistakes and use the loss to empower yourself in your next game. ● If you win, congratulate the other team on a good game - don't gloat. ● Make sure you listen to all of the instructions before asking questions - many people ask questions before the instructions are over. If you wait, your question may be answered. If you interrupt, you are wasting valuable game time. ● Don't waste your time arguing with other players. If you suspect another player of cheating, the chances are that other people have noticed too. People who cheat eventually get a reputation as a cheater - eventually no one will want them on their team. ● Sometimes it may look like someone is cheating when they are not. They may have misunderstood a rule, they weren't paying attention to the rules, so they play by the wrong rules or it looked as if they were out, but what you saw was not accurate. An example of this would be seeing a player being hit by a ball in dodgeball. It appeared that they were hit, but the ball did not hit them, or it brushed by their clothes and was not felt by the player. ● Be as good a sport as you can and leave poor sports alone. They will either learn to be good sports or they will become unpopular very fast. If you suspect someone of cheating, my rule is to call it once, "I think you are supposed to be out," then let it go. Focusing on the game is more important than focusing on the person you think is cheating. ● If you get angry, turn your anger into energy. For example, if you are playing hockey and someone makes you angry, instead of fighting, skate faster, and play harder.

If you fight, you will be of no use to your team as you will either be in the penalty box or out of the game. ● Know when to use your leadership skills. If there are too many people leading at the same time, nothing gets done. When the opportunity is right, use your leadership skills. ●

Communicate with your fellow players. Call out their name if you are about to pass the ball and if you have a strategy, communicate it with all of your team. ● Don't be an imitation of what you see and hear. You may see many people cheating and playing unfairly. It doesn't matter if everyone is doing the wrong thing because it's still the wrong thing. ALWAYS DO YOUR BEST and try to improve your skills every chance you get.



LEADERSHIP STRATEGIES



ANTI-BULLYING STRATEGIES DEFINITION

Bullying is an imbalance of power. This imbalance can come from size, age, social status, grade level, and or intellectual abilities.

TYPES OF BULLYING

- Verbal Bullying: This includes name-calling, threats, insults, and humiliating someone. ●
- Social Bullying/Negative body language: This includes rolling your eyes, the look/laugh, exclusion, gossip, spreading rumors, and damaging a person's reputation. ●
- Cyber-bullying: This includes the use of cell phones, social media sites, text messaging, websites, to humiliate someone and negatively affecting their reputation, to hurt them emotionally. ●
- Racial Bullying: This is one of the worst forms of bullying. This form of bullying excludes, humiliates, harasses, and taunts a person based on their skin colour and cultural background.
- Religious Bullying: A person is bullied based on their religious beliefs.
- Sexual Bullying: A person is bullied base on their gender or sexual orientation.
- Disability Bullying: A person is bullied because of a disability.
- Ignoring: When you say "hi" to a person you are ignored or treated like you are not there.
- Swarming: this occurs when you are surrounded by a group of people and are not permitted to leave

★ Physical bullying: Physical bullying should be in a category by itself. Depending on the age and severity, physical bullying can be considered bullying; however, physical bullying changes once a child reaches the age of accountability. I suggest the age of accountability is once a child enters high school.

★ Bullying versus assault: Bullying changes to assault when the severity and the age of the bully increases. If a grade four student punches another grade four child, it is bullying. If a grade nine student beats up another grade nine student, it is assault. If a student uses a weapon, the classification changes to assault with a weapon. There needs to be appropriate consequences to match the behaviour.

★ Bullying versus being mean: If someone calls you “a loser” once, or excludes you once, this child is being mean. If this individual is constantly bothering you, the status moves from being mean to bullying.

BE CAREFUL WITH THE BULLY LABEL

We need to be careful when labelling a child as a bully. Most of the situations I hear about are children being mean. We sometimes create the bully by using the bully label inappropriately and too frequently. Instead of using the nouns bully and victim, we should use phrases like “person who bullies and person who has been bullied. Using labels like bully and victim can create the problem.

PAUL'S STORY

I met a boy named Paul from a school in Toronto. Every time I mentioned the word bully, the kids pointed at Paul and said, “Paul's a bully, Paul's a bully!”

Parents weren't allowing their children to play with Paul, nor were the students including Paul in their games. In saying this, Paul, was a bit of a bully; however, he decided he wanted to change. He would approach children on the playground and ask to play. Their response was, "We don't want a bully in our game." Paul tried to convince them that he wasn't a bully anymore and wanted to change. The kids didn't give Paul a chance and labeled him the bully.

Paul stopped trying to change and reverted to being the bully.

If we can help a child change from becoming a bully to a leader, we have not only helped one child but have helped all the children they would have potentially bullied.

BOBBY'S STORY

I met a twelve-year-old boy named Bobby, who would be characterized as a bully. When I met him, he punched me in the stomach and told me to "F" off. He not only bullied students but adults too. As I got to know Bobby, I could see there was a nice kid hidden inside. I invited him to come to one of my Kids 4 Kids Programs and asked if he would like to be a leader-in-training. He agreed to attend one of my sessions. Little did I know that the school I was at was his home school. He was great during the session. The kids loved him. He was playful, appropriate, and even contributed to the leadership lessons. About forty-five minutes into the program, his friends showed up at the gym door to ask him if he wanted to come out to hang out. I thought he would turn on his bravado and ditch me and his responsibilities. Bobby surprised me. He told his friends he was busy and would see them later. He resumed playing with the kids.

Bobby's need for peer acknowledgment was strong. He felt unloved and uncared for by his parents. By giving him a chance to change and feel accepted, he was able to change from being a bully to a leader. He helped me for years after that day and evolved into a pretty nice guy.

THERE'S ALWAYS TO KNOW

We are all quick to judge others without all the facts or the entire story. Paul, the boy I told you about who reverted to being a bully, was a boy who struggled with self-esteem issues. He also struggled with reading and writing. He preferred to be known as the bad kid instead of the dumb one. He needed to be given a chance to change.

Bobby went home to a brother who beat him up every day and a father who told him he was a waste of space. When we see a child instead of pointing the finger and labelling them a bully, we should be patient and look for those opportunities that lead to change, forgiveness, and leadership. We should also be careful with the term, "victim." This term can create a defeatist attitude. Instead, teach children that they have the inner strength and confidence to stand up to the bully. It is up to them whether they adopt the victim mindset or rise above the situation to demonstrate courage.

PLAYFUL TEASING

When someone pokes fun at you and you are both able to laugh about it. No one gets hurt.

HARMFUL TEASING

When someone makes fun of you with the sole purpose of hurting your feelings or trying to get a reaction from you. They want to see if they can make you angry, upset or scared. They want control. They are trying to get a laugh, but at your expense. Here, only one person is laughing. If this form of teasing continues it eventually can be labelled bullying.

STATEMENTS THAT DON'T GET YOU A PASS

- “Just kidding!”
- “Can’t you take a joke?”
- “I wasn’t serious!”
- “Come on, toughen up.”

I often hear children say statements like: “You’re Ugly! Just kidding.” “You’re a loser! I’m only kidding.”

When statements like these are said, the person who is hearing them focuses on the first part of the statement, not the second. They hear: “You are ugly! You’re a loser.” To say, “I’m just kidding.” does not take the sting out of the statement.

COMMON ANTI-BULLYING STRATEGIES

When a child is confronted by a bully the strategies they hear are often one of the following statements:

- Walk away ● Stay away from the bully ● Ignore what they are saying ● Tell a teacher

The problem with these solutions is they are all band-aid solutions that make the individual who is helping the child feel like they are helping, but in fact, do little to improve the situation. The issue with walking away is that bullies have legs and are likely to follow. You can't stay away from a bully as they always have a way of finding you. You can't ignore what a bully is doing forever, and if you tell a teacher or an adult, you may hear "walk away" or "ignore it," once again. You need more! I am not saying you can't walk away or ignore a bully because sometimes these strategies will work. What I am saying is that if you walk away and the bully follows you, or you cannot ignore what is being said, you need to assert yourself. You need to deliver a message that is packed with confidence and meaning. You need to build your confidence. This is the best defence against a bully.

★ LEADERSHIP - CHARACTER - CONFIDENCE COURAGE ★

You also need practical strategies that work. Keep on reading; you are about to learn ways of dealing with the bully.

SOME OF THE THINGS THAT STRENGTHEN A BULLY

It never ceases to amaze me how many people still think bullying is something, "all children go through," or have the attitude that "boys will be boys," or the childhood chant, "sticks and stones can break your bones but names can never hurt you." These are all attitudes which give power to the bully because we minimize the effects of their words and actions.

Words hurt and can have a profound effect on a person's life. We need to teach children how to deal with bullying, so they can retain their self-esteem and develop into confident adults not scared by the rants of bullies or an uncaring society. Schools need to be proactive and not deliver lines like, "We don't have problems with bullying at our school." This is a statement I hear often. Where there are children playing and learning there is the potential for bullying behaviour. It is an issue that affects everyone's lives, so let's face it and deal with it effectively.

STICKS AND STONES PHRASE

The phrase "sticks and stones will break your bones, but names will never harm you" was first uttered by a black slave in the American Civil War in 1864. We have repeated this phrase for decades altering its meaning. We believe that words don't hurt. You can't see the hurt, so the hurt doesn't exist. The problem is that if we repeat a word long enough we begin to believe it's true. It becomes our truth. Where the focus goes, energy flows. It becomes a self-fulfilling prophesy.

THE WORD: DUMB – MY STORY

When I was in grade seven, I was struggling with reading and writing. I read at a grade four level and had no interest in writing. When the bully, Scott M., found out I couldn't read very well, he called a name that still effects me today: DUMB! Thinking back, the funny thing about Scott M. called m dumb was that when he did he said, "You're dumb! DUMM dumb!" It wasn't me who was dumb, because Scott couldn't even spell the word.

He didn't need to call me dumb because I was pretty good at it myself. I was embarrassed by the fact that my younger brothers and sister could read, but I couldn't. I was on the road to believing that I was dumb. What would be the point of trying? Am I not going to improve? I decided to do whatever it took to improve my reading. I got a tutor and began my new adventure. Over a few months, my reading level went from a grade four level to grade nine. I even got an article written about me in the Montreal Star. My photo was on the front page!

I have had to confront many people who like to dish out negative labels and attach them to me and limit my potential. I was told not to bother to go to university, because I didn't have the marks. I completed two degrees with an 80% average. I was told that children wouldn't be interested in attending a leadership program. I have had over 40,000 children through Kids 4 Kids. I refuse to allow anyone to tell me what I am capable of because no one determines my level of success except me.

HOW SCHOOLS REACT TO BULLYING

There are two positive ways schools can address the bullying situation

POSITIVE - EFFECTIVE

We have monthly character education presentations, bring in experts to talk to the students, offer leadership opportunities in the school for our students, educate our teachers on how to address bullying, and have parental workshops to educate parents on the bullying issue. We are intentional about developing a positive school climate.

NEGATIVE - INEFFECTIVE

"We don't have bullying in our school." There is an imbalance between the school staff and parents. The school and parents don't work together to address the bullying issues and build student leadership. There are no leadership opportunities for students.

Which statement best describes your school?

I have travelled across Canada and Scotland, teaching anti-bullying strategies to teachers, students, and parents. I see schools being intentional and constantly reinforcing practical anti-bullying strategies and inspiring leadership in their students. Leadership is built daily. I also see schools who do little to address the bullying issue. One presentation or a few classroom lessons is not enough. It has to be something that is incorporated into the classroom curriculum.

Character education is the foundation of a child's success level. The topics are endless. Teach self-regulation, organization skills, communication skills, how to be assertive, anti-bullying strategy, and anger management. Leadership is the foundation of success. Leadership will enable students to build the confidence needed to implement anti-bullying strategies.

Some schools argue that - "We do this already!"

My counter-argument is "no, you don't." No school or school board is doing it consistently. Some teachers do a lesson here and a lesson there. There are a few assemblies, but there is no consistent curriculum that carries out throughout the entire school year from grade to grade. The Canadian Health Curriculum touches on some of the content, but it's not enough and not consistently implemented.

WHY DO PEOPLE GET BULLIED?

If you don't know where you are going you'll end up somewhere else. - **Yogi Berra**

Don't feed a bully with your reaction. If you get angry, upset, emotional, or bully back, you feed the bully and give them power and strength.

- A bully may want to see if they can control you. Will you react? Are you going to get angry, upset or become afraid?
- If you react you may find that others may want to tease you too. "Let's see if we can get Johnny to freak out!" Don't give bullies control by reacting. Do not react. Do not empower the bully.
- The bully wants to get a laugh at your expense.
- They may be trying to feel better about themselves. Teasing others takes the focus off their problems.
- You are not getting teased because there is something wrong with you. It might be because of what's right with you. A bully maybe jealous or threatened of your talents, your looks, your intelligence, or your popularity or they may not understand you yet.

WHY DO PEOPLE BULLY?

- Sometimes people get bullied at home by their brothers, sisters, or even parents. Bullies try to feel in control and because they have learned this behaviour, they bully others.
- Many bullies have low self-esteem, which means that they do not feel very good about themselves. Teasing gives them a false sense of feeling better about themselves.
- People will continue to tease if they get what they want, which is a reaction, whether it's from you or their peers.
- If a person bullies and gets away with it, the bullying may continue. It is important to stand up to the bully.
- Bullies are rewarded with status, reactions, a sense of power and control, thinking they are cool, and material rewards.
- Bullying does not stop when childhood ends. You may run into a bully at work, in the supermarket, or in the community.

Bullying is often minimized by schools and sometimes parents, which increases the likelihood of bullying. I have heard:

- Boys will be boys.
- It's something everyone must go through.
- If my child comes home and is being bullied, I will tell them to fight.
- We don't have that problem in our school.
- My kid's not a bully.

These attitudes perpetuate bullying and empower the bully. As leaders, we must take this issue seriously and teach effective ways of handling bullying to others. We need to stand up for our fellow students. "Walk away," "ignore it" and "tell a teacher" are good strategies, but children need more.

● The bully will look for the thing they can say or do to get you to react. First, they may look you over to see if there is something different about you. Maybe you wear glasses, you're short, or you have a unique way of dressing. You should never apologize for your taste and for being you. If a bully makes fun of you will you react? It's as if you are wearing a jacket with many buttons. Only one button will display a reaction. Will the bully find it? Only you know which one it is. I got bullied because I have a learning disability and had difficulty reading and writing. I am now a bestselling author. ● Becoming successful is a great way to get back at the bully.

Wherever we look upon this earth, the opportunities take shape within the problems. -
Nelson Rockefeller

Bullying behaviour is a reflection of what is going on inside. If you need to put others down to pull yourself up, you cannot possibly be a happy person. You are compensating for something, whether it's a lack of self-esteem or a reflection of your home life; something's not right.

EMOTIONAL INTELLIGENCE

Emotional intelligence refers to your awareness of your behaviour and how your interactions affect your social environment. The five key elements of emotional intelligence are: ● Self-awareness. ● Self-regulation. ● Motivation. ● Empathy. ● Social skills.

Bullies lack emotional intelligence and are not usually sympathetic or empathetic to their victims' needs. They are self-absorbed and require the emotional intelligence to understand how their behavior negatively affects their victim.

Wrong Ways of Handling Bullying

There are many different bullying scenarios you may run into. There are positive ways of handling a situation and negative ways. If you stop and think before reacting and apply the bullyfreeME strategies you will be successful. If you try a strategy and it does not work right away, keep on trying. Sometimes you must try a strategy numerous times before you see the positive effects.

When you use your fists to solve your problem, tease, or swear you are actually making your problem worse. If you use your fists you may lose the fight. You may end up with others wanting to use their fists on you. If you swear or bully back, you may get the same reputation the bully already has. Whatever happens, your problem will end up getting bigger. Stay calm. Do not react. Think about what to do that will enable you to show everyone that YOU are a leader.

There are three ways to deal with a bully: ● Passive: You allow the bully to say and do whatever they want. ● Aggressive: You react and use aggression to deal with the bully. ● Assertive: You stand up for yourself and direct and confident message using assertive body language, an assertive tone and direct, assertive statements. You do not resort to violence.

In the next few pages, there are usable strategies you can use when facing a bully.

Those who can - do. Those who can't - criticize. - Anonymous

ANTI-BULLYING STRATEGIES

Being cool means keeping your cool. Here are the steps you need to know when dealing with a bully:

STEP # 1 - Make Eye Contact Before you tell the bully how you feel about their actions, you must look the bully directly in the eye. Making eye contact with a bully is important as it shows confidence. If you look at your shoes when talking or have not made eye contact, your message is weak and ineffective. Look the bully in the eye. Show confidence and strength. You must practise eye contact every day. When you are having conversations practise making eye contact. It shows confidence, attentiveness, and that you are interested in what the person is saying. This is a very important leadership skill.

STEP # 2 - Body Language Your body can convey a strong message depending on how you stand and what you do with it. You must stand straight with your shoulders back in order to convey a strong, believable message. If your shoulders are curled and your hands in your pockets you may be delivering a message that empowers the bully

To understand how body language conveys information, think about how someone would know that you are angry, happy, confident, or shy. How would your body look? What would your face look like? What would your hands be doing? Crossing your arms across your chest may convey anger. Putting your hands in your pocket may be interpreted as insecurity. Be aware of the messages your body is delivering.

STEP # 3 - Tell the Bully How You Feel

You need to look this person in the eye and use a tone of voice that is believable. You do not need to yell, instead, use an assertive tone. By doing this you are delivering the message that you are confident and believe in what you are saying. Use the bully's name when delivering your message. "Bob, you need to stop!" Make your message short and to the point. Don't give a speech. You are saying that you are not afraid nor are you interested in sticking around to waste your time listening to such nonsense. You are showing tremendous courage! You need to tell the bully how you feel in order to remain in control and retain your self-esteem. In no way should you feel as if the bully has won because it is you who is the winner. After you have stand up to the bully, walk away. Do not give the bully an opportunity to tease you again. By walking away you are delivering the message that you are not interested in anything the bully has to say.

STEP # 4 - Less is More

Walking away after *you have told the bully how you feel* is more effective than *just walking away*. One of the common mistakes people make is using too many words when directing a message to a bully. You could look the bully in the eye and immediately walk away or look the bully in the eye and say, "WHATEVER." You do not have to deliver a speech on why you are upset. It may be more effective to say as little as possible. Less can be more. There is nothing wrong with walking away as long as you have asserted yourself first. A bully may try to get you back in front of him so that he can tease you some more, however after you have said what you need to, you should walk away and keep going. Don't fall for the bully's tricks. They would like nothing more than for you to come back so they can have another chance to get you to react. You do not want to get sucked back into playing the bully's game.

To get you to come back they may shoot words at you like: "loser," "wimp," "chicken." Do not go back and react to their comments. It is a trick to get you back so they can dig for the reaction they are looking for. Do not be afraid that your peers will believe what the bully is saying about you. The people who matter in your life know who you are and are not likely to believe a bully.

STEP # 5 - If the Bully Follows You

I am sure you have heard the line - "just walk away if someone is bothering you." There is only one problem with this response: bullies have legs and probably will follow you! If they follow you remember not to react. Make eye contact, use a tone of voice that commands respect and repeat steps 1 and 2. Repeat your message as many times as it takes until the bully realizes that they will not get a reaction from you. Be persistent and consistent.

You can say, "I guess you didn't hear me the first time. Let me repeat it for you. I do not like what you're doing and I will not waste my time listening to you. Goodbye." When you walk away this time walk toward a "safety zone:" a teacher or another helpful adult, your friends, or the school. Bullies are not usually as brave as they are pretending to be. If they think they may get in trouble, they will be long gone. You may have to repeat these steps for a while until the bullies get the message. They will eventually get the message and when they do you will know that you handled this negative situation in a positive way. You may have even helped someone else learn the proper way of handling a bully. Remember that you are not teasing back, nor are you using comebacks that are tasteless, rude, or putting the bully down. You just want to deliver the message that what the bully is doing is not going to have any lasting effect on you. The message you are delivering is that you are confident.

STEP # 6 - Agree with the bully

Agreeing with the bully sometimes works at taking the power out of their words. For example:

BULLY: "Hey nice shirt buddy!" PERSON GETTING TEASED: "Thanks, I like it too! I got it at Walmart. I'll get you one the next time I'm there. See ya!"

STEP # 7 - Use your sense of humour

What a bully says cannot be taken seriously if you can laugh at their taunt. The trick is to beat the bully at their own game. If you get teased because you wear glasses. Have a joke or one-liner which will take the power away from the bully's attack. For example: BULLY: "Hey four-eyes!" PERSON GETTING TEASED: "If I have four eyes I guess that means I can see twice as well as you." BULLY: "Hey big nose!" PERSON GETTING TEASED: "You should see my brother Pinocchio, his is even bigger. Have a nice day." If you can turn what the bully says into a joke they have no power. The message you are sending is that you don't care. When someone teases you, you are being set up to (1) give the bully a reaction, (2) give the bully's friends a reaction (3) behave in a way that will get you into trouble, or (4) do something which will make you look and feel bad.

Life may be filled with hard knocks, but answer them all as one may be opportunity. -

Anonymous

STEP # 8 - In Case of Emergency

Unfortunately, there are kids who never seem to get the message. You need a plan for these people. **DO NOT** use this step until you have used the previous steps 1 through 6 over and over again.

Know a couple of comeback lines so that you have a way of retaining your self-esteem and dignity and are able to remain in control. Once you have delivered these lines walk away. Do not give the bully an opportunity to tease you back. Sometimes giving them a bit of their own medicine works, but remember you are not trying to out-tease the bully. The reason you would use this step is because you have already used steps 1 to 6 over and over again, and you need to find a way of delivering the same message that you have already been trying to deliver. The message is that you are not interested in what the bully is saying, and you will not react, however, you will stand up for yourself. By delivering a one-liner, you are also delivering a response that a bully is not necessarily prepared for. Catch the bully off guard. Be prepared.

Suggested Comeback Lines ● I should feel bad, but you're not worth it. (Walk Away) ● Not bored yet? (Walk Away) ● Bully: You're so ugly! Bullied: I was trying to look like you today. ● You remind me of a school holiday. No class! (Walk Away) ● Earth is full. Go home ● I would make fun of you too, but I don't think you would understand. ● If you are cooler than me, that must mean I'm hotter than you.

STEP # 9 - Use Your Friends as Allies

A bully is less likely to bother you if you are with your friends. Make an agreement with your friends that if anyone of you gets bullied, you will help each other out. There is definite strength in numbers. Stand up for your friends and they will stand up for you. You are stronger together.

STEP # 10 - When the reaction comes from the bully's friends

What happens if you don't react, but the bully's friends do? A bully will want to get a reaction from whomever he can, however, it is important to remain calm, look them in the eye, and stand up for yourself. You must show him that you are not going to stand by and be verbally abused. Even though the bully may be receiving their sought-after reaction from friends or surrounding spectators, remain calm. You can only control how you react. By standing up to the bully you are showing everyone that you are confident and stand up for your rights. If the bully continues to harass you, give them the choice of either stopping or you'll seek adult intervention. They will of course call you a tattletale or some other name of their choosing, but don't change your stance. They are choosing what you do by their behavior. Show everyone that you will stand up for yourself. You will be respected. Self-respect will be what you've gained.

STEP # 11 - The Tattle-Tale Syndrome

Many children are afraid of seeking help because they do not want to become a "tattle-tale." Let's clear up what a tattle-tale is. A tattle-tale is someone who runs around telling on everyone for no real reason except for the attention it gains and to get someone into trouble. Someone who is assertive is trying to get someone out of trouble. An assertive individual is someone who asserts themselves first and then seeks adult intervention.

You must remember that when you ask for adult help, you are not just helping yourself, but the other children who are bullied as well. Don't fall for the "you are a tattle-tale" trick. If you have stood up to the bully, and they still wouldn't stop bullying, tell.

Some children are afraid to tell because they either don't want to make their situation worse or don't have the confidence that the adult they tell will help them. If you tell someone and do not receive the help you need, keep on telling! You are not only helping yourself but everyone else who is getting bullied.

You may be assisting the bully in changing as they may realize that it is better to be a leader than a bully. It takes courage to stand up for other people. Don't be misled by words like tattle-tale, fink, wimp or grasser. These are words that try to stop you from doing the right thing. We need to support our classmates and friends by telling with the sole purpose of stopping a bullying situation.

MAKE ME?

What happens if you assert yourself, tell them to stop teasing, but they say, "make me?" This is a form of peer pressure. They are still trying to get you to do what they set off to get you to do, react. You do not have to "make them do anything." You need to be calm, be assertive, and walk away. If they follow you, repeat the message, but remember that the bully wants to gain status by getting you to react. Do not empower the bully. Being assertive shows more courage than doing what the teaser wants you to do. A bully may encourage you to fight to 1) get a reaction 2) intimidate you 3) get you in trouble. Remain calm, deliver your message, walk away.

STEP # 12 - The Hat Routine

People can tease without saying a word. I often see bullies run up to an unsuspecting person and run off with their hat. The bully is expecting that person to come running after them. They want a reaction. Instead of running after them, you need to be assertive. Look them in the eye or in their direction depending on where they are and talk in a commanding tone

Tell the bully that you will not chase them and that you want your hat back. He may continue to taunt you, telling you that he will lose, destroy or keep your hat. If he does, you then have the right to seek the assistance of an adult who will in turn ensure that this bully gets the reward he deserves. After directing your message to the bully, look around for witnesses. If the bully doesn't return your hat you now have witnesses to back up your story. Don't play the bully's game by chasing them or reacting to their taunts. Use this situation to show self control. Out smart the bully.

STEP # 13 - On the Playground

Many bullies hang out on the edges of the playground or in an area away from adult supervision. If you are someone who is bullied, stay near areas that are monitored by teachers. Know where the teachers are if you need help. If you are on the outside boundary of the play area or in an area where teachers can't see you, you are vulnerable. Keep yourself safe and have a plan.

Great spirits have always encountered violent opposition from mediocre minds. **Albert Einstein**

STEP # 14 - Walking Home

Sometimes bullies will wait until you are walking home before they make their move. Always walk along well-traveled streets. Do not cut through parks or behind buildings where you are hidden from public view. Bullies are less likely to start a fight if there are adults nearby. Make sure you know where "safe houses" are. These "safe houses" are homes where a trusted adult lives who can help you. This may be a neighbour or family friend your parents approve of and trust. Always walk the same way home because if you are late, your parents can walk your route to find you. If you take a shortcut to avoid a bully your parents will not know where you are. Avoid wooded areas, parks, and backyards. If you think a bully will be bothering you on the way home walk with friends, tell the school what is going on, and phone your parents- maybe they can meet you halfway.

STEP # 15 - On the Bus

Sit near the front of the bus. Most bullies will sit at the back of the bus, hidden from the driver's view. You must report bullying immediately. You may be preventing an accident. Surround yourself with friends and with people who will stand up for you.

STEP # 16 - Physical Confrontations

What do you do if a bully wants to fight? If you fight at school you will be suspended or you may get the same bad reputation the bully has. You don't want to become a human punching bag nor do you want to look bad in front of your friends.

Here are a few suggestions: ● Stay calm. Use self-talk. Repeat in your head, "Stay calm....stay calm." ● If you are calm, you increase your ability to think and retain self-control. You are less likely to act without thinking. Direct a short, assertive message using an appropriate tone of voice, eye contact, and body language. Walk away ● The bully may try to get you back by calling you a "chicken," "wimp" or "loser," but keep on walking. You are showing everyone that you will not waste your time with this bully. You are disinterested. ● If the bully shoots a punch you must keep your attention on the bully, block, and walk. Block the punch then walk toward an adult. Always keep your eye on the bully. Never turn your total attention away. They may come at you with another punch, a kick, or hair pull. Repeat the process: block and walk. You must keep your self-control. Keep calm. You will notice that it is the bully who is losing self-control and in the end, you win and the bully comes across as a loser. When you get to a safe spot tell an adult immediately what happened. If this bully is using violence against you they are most likely hurting others too. When you tell, you are keeping others safe.

I have heard many people tell their children that if they are bullied to respond with physical force. If the child follows these directions their problem will get worse. They may lose the fight, have to deal with the bully's gang, get suspended from school or even get the reputation of being a bully themselves. Fists never solve problems. Children need to be trained in problem-solving as opposed to reacting physically.

I have heard many people tell their children that if they are bullied to respond with physical force. If the child follows these directions their problem will get worse. They may lose the fight; have to deal with the bully's gang; be suspended from school or even get the reputation of being a bully. Fists never solve problems. Children need to be trained in problem solving as opposed to reacting physically.

MARTIAL ARTS

Learning a martial art can give children confidence and boost their self-esteem. It is important to understand that a good martial art club is not teaching children to fight, rather is to increase self control and self discipline. Do your research to ensure your child is enrolled in a good martial arts club that matches your values and expectations.

STEP # 17 - Fire

If you are out in the community and in danger of being beaten up by a bully and need adult help, yell the words, HELP, HELP POLICE, or the word "FIRE!" This will get you adult help or at least bring attention to your situation. You will not get in trouble for yelling "FIRE!" as you only yell it if you are in danger. *Never yell the word fire at school.* It is a strategy used when you are out in the community and are in need of immediate help. Adults will understand.

STEP # 18 - The Gurdy Gossip Gang

Gossiping affects self-esteem. It can be easy to fall prey to the gossip gangs. People who gossip spread misinformation about other people with hear-say and rumors. They do not use facts and if they do, they twist the facts to suit their needs. They may have heard a rumor about someone and talk about it as if it was a fact. Gossiping can ruin a person's reputation or in the least, affect it in a negative way. We must not spread rumors about others, nor should we listen to people who gossip. We need to discourage gossip and encourage the building up of a person, not tearing down. Remember that gossiping is a form of bullying. Bullies are great at spreading false information about a person. They want to have people believe that what makes you great is not so great after all. We only empower these people when we listen and believe what they are saying. If you hear something about a person, the best thing to do is to approach that person for clarification. Don't spread the rumor by talking to other people about what you heard. The misinformation or gossip stops with you.

Newspapers and news shows are notorious for spreading rumors. As a society, we often believe everything we read. Newspapers understand that bad news sells more papers than good news. Thus, newspapers often create stories about individuals using bits and pieces of an entire story, misleading their readers. We must question what we read and not accept it at face value. We must not contribute to the spreading of rumors and the degradation of individuals.

Why People Gossip • They receive an unhealthy sense of power. • It gives them a temporary high/good feeling. • They seem more important than the person they are talking about. • They don't like the individual, so they want to purposely hurt their reputation. • We, as a society, like tearing down the people we have built up, like celebrities.

The Negative Effects of Gossiping • You are spreading misinformation. • You are talking based on assumptions. • You affect what people think of you. • You receive a gossip's reputation which goes hand in hand with someone who can't keep a secret.

Gossiping affects your integrity and your ability to influence others in a positive manner. Your words and actions must be consistent. If you are claiming to be a leader and you are caught gossiping, your ability to influence others is diminished. When you claim to be a leader, people are always watching to see if your words match your actions. Be consistent and don't fall into the gossiping trap.

STEP # 19 - Passive Aggressive Bullying

I have found that as children become adults their bullying behaviour becomes passive-aggressive. This means it becomes subtle. A bully will use their tone and body language to make you feel inferior. Looking at a person then looking away and laughing, or with a look of disgust are examples of passive-aggressive bullying. Not acknowledging a person when they say "hi", or delivering negative body language are also examples. In these situations, it is easy to think that you may have done something to offend this person, but in most cases, it is nothing about what you did and more about how the bully wants to make you feel.

Examples of Passive Aggressive Bullying: • Pretending to say nice things about a person, but with a message that is negative and sarcastic. "Nice shirt there Scott! Was there a sale at the thrift shop?" • Purposely leaving someone out of a game. • Ignoring. • Saying things about a person that are negative, under their breath, and not to their face. • Criticizing a person in a negative, disrespectful manner. • A negative look purposely aimed at hurting someone emotionally. • Talking to a person in a condescending manner.

I have had personal experiences with passive-aggressive bullying. Adults know there are legal consequences for bullying. To get around these consequences they use passive-aggressive techniques to make their victim feel inferior. This type of behaviour is a reflection of how a bully must feel about themselves. If you need to put someone down, or exert this kind of control to feel in control and good about yourself there must be something not right going on in your life.

STEP # 20 - Swarming

Swarming refers to being surrounded by a group of people and not being allowed to leave.

My suggestions: ● Remain calm so you are able to stop and think about what to do. Reacting will fuel the bully's desire to intimidate you and get you emotional. ● Calmly look the "ring leader" in the eye and state that you want to leave. If the bully refuses, make as much noise as possible; you want to ring attention to the situation. ● Yell the word "FIRE!" If the group thinks they are going to get in trouble they will disperse. ● To avoid getting into this situation, walk with friends. Walk in a well-travelled area where there are a lot of people and take the same routes home. ● If you see a situation that looks like someone is being swarmed, report it immediately. ● If you were swarmed, tell immediately. Swarming should never be tolerated.

STEP # 21 - Bystander versus the Up-stander

Bystanders are people who witness bullying and cyber-bullying in action, who stand by and watch, who videotape it and make it viral. People who do and say nothing. Bystanders don't know what to do or want to get involved. They're afraid of retaliation or fear that their own group will exclude them for helping an outsider.

By doing nothing you are sending a message to the bully that their behavior is acceptable. And that's not a message you want to send, or consider if it's a message you would want someone to send if you were a victim. It can be scary to confront a bully and there are risks, however it is important for leaders to stand up for others.

Whether you know the victim or not, there are things that you as a bystander can safely do to support the victim: • Don't laugh. • Don't encourage the bully in any way. • Don't participate. • Stay at a safe distance and help the target get away. • Don't become an "audience" for the bully. • Reach out in friendship. • Help the victim in any way you can. • Support the victim in private. • If you notice someone being isolated from others, invite them to join you. • Include the victim in some of your activities. • Tell an adult.

There is strength in numbers. Every school and every community has more caring kids than bullies.

Becoming an Upstander looks like this:

• Taking action by telling the bully to stop. • Taking action by getting others to stand up to the bully with them. • Taking action by helping the victim. • Taking action by shifting the focus and redirecting the bully away from the victim. • Taking action by telling an adult who can help.



Takes courage - Telling a friend who is bullying to stop is hard. They may be mad at you. But at least you won't feel guilty for being silent and allowing the bullying to continue. You will be doing your friend a huge favor in the end by helping them stop really hurtful behavior. ● Takes action - Doing something that does not support your friend if they are bullying can be a really small intervention with big results! Two words - "That's bullying" - can open others' eyes to recognize the problem. ● Takes assertiveness - Telling a friend how their behaviour makes you feel and how it affects others requires being able to use your voice. ● Takes compassion - Up-standers have the gift of compassion. They recognize when someone is hurt and take steps to help. ● Takes leadership - Up-standers are leaders in their social group, helping others to recognize ways to get along and be supportive to others.

If you are not part of the solution, you are part of the problem. Be an ally online as well as in person.

It's up to you. It's up to all of us. Stand up and change the way bullies treat their victims. Be kind and be an upstander. You change the way your peers are treated.

IS YOUR CHILD BEING BULLIED?

People who are bullied • act moody, withdraw from family, interactions are depressed, have low self-esteem. • lose interest in school, work, and sports. • Isolate themselves from family and friends. • Change or lose appetite. • Wait to use the bathroom at home instead of school. • Arrive home with torn clothes, unexplained bruises, and cuts. • Display anxiety about going to school. • Complain about headaches, upset stomachs. • Ask for extra money for lunch, school supplies, or trips. • Refuse to go to school. • Have trouble sleeping. • Begin to carry a self-protection weapon.

Bullying can be extremely devastating to a child's feeling of self-worth. It is important to recognize the characteristics of a child who is being bullied and have a course of action to take if you find out that bullying has taken place.

Unstructured time at school is a time when many children have difficulties. It is also a time when bullies look for people to pick on. I have found that teaching children how to structure their play can reduce the incidences of bullying. There are many things a school can do to reduce the bullying problem. There are schools that provide structure during recess and lunch periods with organized games and clubs. There are, however, schools that do not provide these opportunities for their students. Some schools minimize the effects of bullying, sometimes even ignoring the issue altogether. We need to educate parents, students, and teachers of the negative life-changing effects that bullying can have on an individual, and provide structure during unstructured times. This will reduce the incidents of bullying.

In recent years I have seen more and more schools realize that bullying is an unfortunate part of a child's world. More schools are becoming proactive and providing workshops, after school programs, and parent information nights so that the children they serve have appropriate strategies to deal with bullying. One assembly or anti-bullying workshop won't deal with the bullying issue, unless teachers and students use the taught information daily. It has to be an ongoing part of a school's culture. Administrators, teachers, parents, and children need to work toward the same goal: having a bully-free school.

Be your child's advocate by helping them learn positive ways of handling bullying as well as other situations which may play on their self-esteem. Let's work as a team so that each child who is bullied has his/her advocates, but best of all can be their own advocate.

"A house divided against itself cannot stand." - **Abraham Lincoln**

IT MAY LOOK GOOD, BUT IT IS HOW IT FEELS THAT MATTERS

"Problems would lessen If People Would Listen." - **Anonymous**

A student once asked me: "I know a bully who is cool, popular, has a lot of friends and looks pretty happy. Why wouldn't I want to be a bully if these are the rewards they get?" This was a great question as I am sure it looks as though it would be a pretty good thing to be a bully. Don't be fooled; looks can be deceiving. In the end, the bully is not gaining as much as you think and will be the loser.

Here is an analogy: You play soccer all summer. You are a good sport, play hard and play by the rules and at the end of the summer win a trophy. You feel great! A bully plays soccer. They cheat, is a bad sport, and breaks the rules whenever they can. At the end of the summer, they win a trophy, and the trophy is huge! Is their trophy more significant because it is bigger?

The difference is that simple. It is the way you feel. When you play hard and by the rules, your win feels amazing. When you cheat and are a poor sport you may win a bigger trophy but the win is empty. It feels empty and feels like nothing. So, even though the bully will act like they have the advantage and the win, don't be fooled. You are in the league of winners whether you win a trophy or not because of how you played the game. It means nothing unless you deserve the win.

BEATING THE BULLY AT THEIR OWN GAME

If you want to beat the bully you have to have a plan. Many children are taken advantage of because they do not know what to do. It is important to realize that it is extremely difficult the first time to confront a bully. The more you stand up for yourself the easier it becomes. You need to build your confidence. Your confidence will develop the more you are able to overcome your fears and stand up to bullies. It takes time and courage, but it is worth it! You also need to build your self-esteem. Self-esteem refers to how you feel about yourself. Many kids who get picked on end up thinking that they deserved it. They think that they are stupid, weak, a loser, or whatever negative label they decide to stick on themselves. You need to raise your self-esteem, pick yourself up when you make a mistake, and take every challenge as an opportunity to grow as a leader.

“As long as you’re green, you’re growing. As soon as you’re ripe, you start to rot.” - Ray Kroc

WHAT CAN PARENTS DO?

- See that your child is grounded in assertive behavior. The first line of defense against a bully is self-confidence.
 - Enroll your child in a social skills group where children learn and practice skills in different situations. Model good relationships at home. Help siblings get along.
 - Increase social opportunities. Invite other children over to your house. Parents are social engineers.
 - Enroll your child in classes or groups that develop competencies in activities that are valued by peers. Even kids who don't love sports may enjoy karate, tae kwon do, and similar activities.
 - Do not teach a child to fight back. Fighting back is the worst defense. In most instances, victimized children are weaker and smaller than the bully, thus their fear of losing these fights may be quite real. Besides, not all bullying takes the form of physical aggression. Counter-aggression to any form of bullying actually increases the likelihood of continued victimization.
 - Do not expect kids to work it out by themselves. Given the influence of the peer groups and reputation factors in maintaining the behavior of bullies, it is extremely unrealistic to expect kids to alter the dynamics of bullying by themselves.
 - Intervene at the group level. Let all kids know bullying is NOT okay.
 - Talk to other parents. Where there is one victimized child there are likely to be others.
 - Get the school involved. Make the school aware of what's going on.
-
- Talking to the parents of a bully can be risky. Do a little homework to see if confronting the bully's parents will help the situation. If you decide to talk to the parents of the bully, remain calm, avoid accusations, and approach the conversation with the attitude that you want to help both children.

CYBER-BULLYING

People who bully can now inject their abusive words right into your bedroom through the glass screen of your computer. The internet seems to be a popular tool for bullies. They slander, abuse, gossip, spread rumors and do whatever they can to negatively affect your life. If you are bullied online do not respond. When you respond to online bullying you give power to the bully. Instead, document everything; record text by taking screenshots, print off the text if possible, and note the dates, and times of bullying. If the bullying continues, report the bullying to your parents, school, or the police.

Do not put anything on the internet, you wouldn't be happy to share with your best friends and family. Just remember that everything that goes up into cyberspace is forever. One summer I was hiring camp staff. I had received an application from a young man who was studying outdoor education. His resume and references were amazing. I was about to hire him when I decided to check out his Facebook page. There was one photo of him at a party that was questionable. He was not hired. Everything that you place online is a reflection of you. Make sure people see the best side of who you are.



Here are some important rules to remember when you are on the computer at home or at school: ● Never give out any personal information like your name, address, phone number, school, grade, birthday or family member's names. ● Never send photographs to anyone over the Internet without your parents' permission. Even if someone insists, you will not get in trouble. If someone repeatedly asks for your photo, be sure to alert your parents immediately. ● Never respond to any message that makes you feel uncomfortable.

Don't allow anyone to say mean or inappropriate things to you. If you do come across someone doing this, get your parents right away so they can get the user ID so they can contact the online service or contact police. ● Tell your parents right away if you are contacted or in conversation with anyone who makes you feel uncomfortable. ● Never meet anyone or have anyone over to your house that you met on the Internet without your parents' permission. ● Only use chat rooms that are designed for children and are determined to be safe by your parents. ● If you have a webcam, only use it with family and friends. Never use a webcam with someone you do not know.

● Some websites are not meant for children. If you come across a website that looks suspicious, ask your parents about it. Never download applications or photos from unknown sites as they may contain viruses that could damage your computer. ● Never open an email from someone you do not know. It may have a virus attached to it. ● Never give out your password. This is an example of private information. No one on the Internet needs to know it. ● Ask your parents to install "child safe" browsers. They are colourful and fun and will guide you to sites that are child friendly. ● Don't spend all your time on the computer. Get together with your friends, go outside and play or join a club. It is fun out there for you. Go out and find it.

OUR PERSONAL BRAND AND OUR ONLINE PRESENCE

Everything we put online will affect our personal brand and reputation. Whether it is text, photos, or video, people can misinterpret your intentions. There is no "tone" when you post text. It can be easily misunderstood. You are building a personal brand with your internet presence and with your behaviour. This personal branding is crucial as it dictates your level of success and will either lead you toward opportunities or pull you away from them.

Our world is competitive. For example: If you are up for a position on a AAA hockey team or a school scholarship or a job, you will be competing with others who also have a personal brand. It may be that one photo or text that pushes you away from the opportunity and gives the advantage to someone else. Your potential employer, coach, or school will want to see your social media accounts. You have the right to tell them it's private; however, they have the right not to offer you the position. You may think you are smart and have one social media account for your friends and one for the employers, however there are computer programs that will find every social media post you have ever uploaded. So, think before you post. It could effect your entire life.

DON'T LET SOCIAL MEDIA BECOME YOUR VOICE

Men and women are using social media as their voice to degrade people, force their opinion, and negatively affect local businesses. It is no one's right to slander a business or degrade another human being. This is a form of bullying. This kind of behaviour usually comes from people who lack power and control in their lives, from bullies or individuals who, when they don't get their own way, stamp their feet, have a mini temper tantrum and use social media to get their way.

There was a situation where a family went for dinner in a local restaurant. The parents permitted their children to run around the restaurant, ignoring the fact that their children's behaviour was affecting the dinner experience of other patrons. It was also creating a safety issue for the wait staff who dodged the children as they entered the dining area with hot meals. The family was exhibiting extreme selfishness and entitled behaviour. The owner had asked politely for the parents to supervise their children and teach them the proper way of acting in a restaurant. The owner eventually had to ask the family to leave. The mother went straight to social media and started bashing the restaurant. What was sad and reflective of how people use social media was the reaction of other parents. Parents were getting on the bandwagon and threatening never to eat at that restaurant again. It just goes to show there are a lot of "followers" who take people's rants at face value and don't take the time to gather all the information.

Leaders use social media responsibly. They do not use the platform to degrade other people or negatively criticize businesses. They also understand not to put value on people's rants. When you see someone use social media in this way leaders should call them on their behaviour. There was a similar situation in the United States where a customer slammed a local business. The business sued the customer for slander and won \$100,000. Leaders are aware that the words can be misinterpreted and cause damage to a person or businesses reputation. Think before you rant and think before you believe the rant.

BULLY FREE SCHOOLS

"You can't stand if you are always falling down" - Anonymous

Becoming a bully-free school requires teamwork. Everyone must work together so that a bully-free attitude is created. Unfortunately, obstacles arise which prevent this from happening. These obstacles are:

DENIAL: "We don't have a bullying problem at our school." or "My child's not a bully."

RATIONALIZATIONS: "Kids will be kids." "We already have too much to teach our students."

MINIMIZING: "I got bullied when I was a kid. I turned out fine."

FORCE: "If my child comes home and tells me he is being bullied, he will be turned around and be sent back to teach the bully a lesson."

Principals, teachers, parents, and students need to work together so that a bully free school is created. I had the pleasure of working in a school in Richmond Hill, Ontario. The principal in this school decided to create a bully-free school and this is what she did.

The principal first offered the Kids 4 Kids Leadership Program to her senior students. Next, the junior students went through the program using the senior students as junior leaders. Finally, the primary students had their chance to enrol in the leadership program with both senior and intermediate students acting as mentors. At the end of 15 weeks, over one hundred students went through the Kids 4 Kids Leadership Program. Not only did these students have strategies on how to deal with bullying, but were also equipped to teach other students how to deal with the issue. The plan was to create a "domino effect." During the period the students were going through the leadership program, the principal read bullying strategies over the morning announcements each day, reinforcing the bully free attitude she wanted to instill in her students. Workshops were provided for teachers and parents on the topic of bullying. Non-Violence clubs were formed by students, who put on presentations for the primary students. It wasn't long before the bully-free attitude emerged. It was cool to be bully-free and extremely uncool to be a bully. The school as a team created an environment that made it uncool to put people down and bully others. The students of this Richmond Hill school had pride in the school environment they helped create. It takes an ongoing effort to create an ongoing solution.

We need to rid our schools of excuses and realize the importance of creating a school environment that is free of bullying, and rich in acceptance, character building opportunities, and leadership. This is not something that is developed in a day, but developed daily.

THE ADULT BULLY

Bullying does not stop during adolescence. There are many adult bullies in the working world. What do you do when your boss is your bully? I have dealt with my share of adult bullying. Here are some of my examples.

THE PASSIVE/AGGRESSIVE BULLY

When I greeted this person I was intentionally ignored. When they walked by me in a hallway they would look away or make snide remarks. This kind of bully uses their body language, and responses to negatively affect their target. These bullies don't want to get accused of harassment, so they bully descreaty. I worked in a classroom with a teacher who wouldn't acknowledge me when I walked into the classroom. I greeted her every morning with a "good morning" and received nothing back. When I asked her why she didn't respond she gave me a lame excuse. The person was a passive/aggressive bully.

THE EXPLOSIVE PERSONALITY

I have had to deal with people who explode, react, and who are argumentative. There have been a few reactions that have tested my self control. When I deal with this kind of personality I listen, wait, and respond calmly and with as much kindness as possible. This helps the person calm down, regain composure, and get to the point where they are listening. The worst thing you can do is to react. Reactive behaviour escalates the situation. The person will mirror your response when they see that you are listening and not reacting to their reaction.

Here are some tactics that can be used against the adult bully: ● Confront the bully. Bullies lack boundaries on their own behavior. Some external controls may force them to back off. A bully can't bully you if you don't let yourself be bullied. ● Conduct the confrontation in private. The bully may not back down if there is an audience. ● Specify the behaviour that is unacceptable. ● Make your boss aware of how their behavior is affecting others. ● If your boss is the bully: Recruit others. Standing up for yourself can earn the respect of your boss, but it could also cost you your job. It pays to check with other workers whether the behaviour you are experiencing is generalized or idiosyncratic. If it's generalized, it's easier for two or three people to confront the boss than one alone. ● Record the bullying incidents and report them to your HR Department. When you stand up for yourself you are standing up for others.

Dealing with a boss who is a bully can be tricky. They have the power to twist your words and affect your employment. ● Document everything. ● Have witnesses to their behaviour. ● Speak professionally to your boss about your concerns. ● Speak with your union head.

I had a boss who favoured staff members who did everything she asked and played along with her, however she didn't like staff who questioned her leadership or offered suggestions that were not her own. I did not approve of her lack of integrity and poor leadership. She knew this. She adjusted my work schedule, making it impossible to continue my job. I had been questioning whether I needed to move on to a different opportunity. This was the push I needed. I ended up growing my Kids 4 Kids business and began speaking at schools across Canada. Opportunities come out of hard decisions. It is difficult to deal with a bully when they are your boss, however there are laws that protect your rights and paths to take. This was my story. What will your story be?

BODY LANGUAGE

All of us are trained in the use of speech, to communicate what we mean in a way that other people will understand. And most of the time, others understand what we mean. In a telephone conversation, we communicate through speech alone. In a face-to-face meeting, part of the communication is carried in a nonverbal form, what is often called body language.

Why is body language so important? There are two principle reasons: ● You have probably heard that people remember more of what they see than what they hear. Long after a meeting, we are likely to have forgotten the exact words someone used, but we may retain a vivid image of facial expressions. ● Through life experience, we have learned, perhaps unconsciously, that people often lie with words. (I'm talking about the little white lies and omissions that are part of many conversations.) Facial expressions and other body language tend to be more honest. When a person's words and body language are consistent, we believe that person. When a person's words and body language say different things, we tend to believe the body language and doubt the words.

Picture this scenario: You say to a friend: "How was your day at school?" Your friend says, "Okay." Then her smile vanishes, and her hand tightens around the notebook she is carrying. Did your friend really have an "okay" day at school? Probably not, but she does not want to talk about her true feelings right now. When a person's facial expression differs from their words, your experience tells you to go with the visual cues, not the words.

THE VOCABULARY OF BODY LANGUAGE

Body language, unlike spoken language, is inexact, so you have to be careful about how you interpret it. A certain movement or facial expression may be quite meaningful, or it may mean nothing at all. As a starting point, the next items provide you with some common body language terms and their generally accepted meanings. Body language is the most important way people communicate with each other. We use it more than we use speech. Every conversation is made up of a few words, and thousands of different body gestures. These tell people our thoughts and feelings - about ourselves and them. We use different parts of our body to communicate how we feel. Body language has different meanings in other cultures. The following helps to clarify North American norms.

Our Eyes

Our eyes signal how we feel about a situation or about a person. They reflect how we feel inside. Eyes wide open means surprise. Eyes cast downward describe someone who is upset or shy. We avoid eye contact in these moods. Narrowing eyes shows suspicion or lack of understanding. We call this expression frowning. Eyes closed describes a person who is deliberately ignoring something or who may just be asleep! Take notice of how a person's eyes reflect how they feel. You will begin to see how the eyes signal feelings and emotions.

Posture

We often use body language to send out warning signs to other people. Where we stand and what we do with our bodies all depends on how we are feeling. For example, if you feel nervous, you may fold your arms. But folded arms could also mean that you're angry. Folded arms, hunched shoulders, and crossed legs provide a barrier between you and the other person.

If you are in a good mood, all of your defenses come down. Your head will be held up high, your arms will be hanging by your side, and your back will be straight. Proper posture is important especially when you want to show everyone that you are confident and in control of your thoughts and emotions. You must make eye contact when you are talking, stand up straight, have a relaxed stance and deliver your message calmly and clearly.

Your Hands

Your hand gestures are equally important when conveying signs of strength. The handshake is a good example. A firm handshake will make others feel that you are confident, but a floppy one will give the signal that you are weak or giving into them. Palms say something too: upturned, they are begging or pleading gestures; but turned downwards, they mean that you are in control.

Relaxed posture

Comfortably seated, relaxed breathing, no visible stiffness or abrupt movements. These indicate no major barriers to communication. Arms relaxed: Uncrossed arms and open hands (palms up or otherwise visible to the other person) are signs of openness.

Your Feet

What you do with your feet can reveal a lot about you. Have you ever seen someone with their feet up on a desk or with their legs swinging over the arm of a chair? They are saying: "This is my property!" If you see someone tapping a foot on the ground, they may be sending out a signal that they are feeling impatient. Standing with both feet firmly balanced on the ground can help you feel confident in front of others. Have you ever had to make a presentation in front of a class or have you ever had to deal with a bully? With your feet firmly in place you will feel in control. Pointing a finger, standing straight, slouching over, looking down or looking directly at someone all convey messages about how you feel. Be aware of your body language so you can direct the most accurate and effective message possible. Here are a few more to be aware of:

Good eye contact

Looking in the other person's eyes, particularly when they are speaking, indicates an interest in that person and sincerity. Proper eye contact involves looking away occasionally to avoid staring. Nodding agreement: When nods are used to punctuate key things the other person has said, they signal agreement, interest and understanding. However, continual unconscious bobbing of the head usually indicates that the listener is tuning out. Smiling or adding humour: This is a very positive sign. Smiling indicates friendliness, and adding humour signals a warm, personal relationship.

Leaning closer

Reducing the distance between two people, particularly when the other person is speaking, indicates interest is up and barriers are down, but be careful not to invade the other person's personal space as this may make them feel uncomfortable.

Gesturing warmly

Talking with hands, particularly with palms open, indicates involvement in the conversation and openness to the other person. For all of these positive gestures, moderation is the rule. When they are exaggerated, they can become more negative than positive.

USING BODY LANGUAGE EFFECTIVELY IN LEADERSHIP

There are two ways you can use body language to enhance your leadership style: 1) Observe other people's body language. 2) Control your body language.

Observing Other People's Body Language - Social Awareness Being aware of other people's body language will help you assess how your behavior is affecting them. I met a young man who had a great sense of humour. The only problem was that after he got his initial laugh and the novelty of the joke was over, he would continue to joke around. He did not notice when his friend's body language had changed. His friend no longer thought he was funny. He was becoming annoying. If we notice changes in other people's body language we can adjust our behavior to effect positive change.

We think of body language, as a reflection of what the person is feeling, but it is also true that if you change your body language, your feelings will begin to change as well. That's why, when you feel yourself dragging in the middle of the afternoon, a quick walk around the block can rejuvenate you. You also tend to feel better when you put on fresh clothes, or if you just smile. This principle has two practical applications: • You can make yourself look and feel better by using more positive body language

- The famous football coach Vince Lombardi used to tell his players before an away game:
"You've got to look good getting off the bus, and then play a heck of a game." In other words, if you look and act like a winner at the outset, you are more likely to become one.
- Body language is contagious - If person X uses neutral body language, and person Y uses positive or negative body language, person X will gradually begin to mirror person Y. Thus, if the individual starts out neutral or somewhat negative, and you are increasingly positive, the individual's body language (and thus their mood) will become more positive as well. To influence the way a person feels: ● Start with body language that is generally considered to be positive. ● Carefully observe a person's body language. ● Alter your body language to more closely match the other person's. ● During an interaction, if you think a more positive tone is desirable, gradually change your body language to be more positive in order to influence the way people feel. ● Always make positive transitions in your body language while an individual is speaking. This says you support the other person's ideas and feelings. If you make changes when you begin to speak, it may say that you are trying to take control.

"You should recognize that criticism is not always a put down. If you take it to heart, maybe it will guide the way you ought to be going." - **Joseph Flom**

ANGER MANAGEMENT

“One who smiles rather than rages is always the stronger” - *Japanese Proverb*

Anger is a powerful emotion. It's so powerful that it can affect all aspects of your life. If you allow anger to control you, you can potentially hurt your relationships with your friends and family. You may also find it challenging to keep a job. Some people have never learned to control their anger. When we have not learned to control our anger correctly, we can harm ourselves emotionally and physically. Many of us will make excuses for ourselves, saying that we do not have a problem controlling our anger. We need to take responsibility for the way we act and learn ways of developing self-control and anger management. We must realize that everyone gets angry, even leaders. This is normal; however, the way we handle anger can be different. Some people are destructive when they get mad. Others verbalize their anger or internalize their feelings. They are unable to express their anger verbally or physically correctly. For example, you may have had a terrible day at school. Something has made you angry, but you were unable to deal with this anger at school. If you have internalized this anger, you may end up taking your anger out on someone. Leaders learn self-regulation skills. Strategies which help us master emotions that can potentially get out of control, negatively effect of personal brand, our confidence and our ability to influence others in a positive manner.

You may come home and get mad at members of your family. You are not mad at them, but the anger inside you is poured out at the wrong person. You are not in control of the anger; it is in control of you. Keeping your anger bottled up inside can create physical symptoms. You may get a headache or stomach ache, feel depressed or frustrated. Do not put off dealing with anger because anger is a powerful emotion. We need to find effective strategies. Leaders get angry but learn strategies that help them direct their anger into something positive and learn self-control, so they are controlling their responses.

WHY DO WE GET ANGRY?

Before we can control our anger, we need to understand it. Why do we get angry? Anger comes about when we feel that someone is mistreating us, taking advantage of us, or feeling threatened. Anger itself is healthy – it is how we choose to use this energy or channel that determines whether or not it is destructive. Some people lock their angry feelings inside, often unleashing it on innocent people or themselves. It is important to remember that anger can stay with us for all of our lives if we don't manage it properly. We need to break the cycle. To break the cycle, you need to: ● Know what makes you angry, and identify how you react to it. What changes do you notice from your body, your thought patterns, and your reactions? ● Be willing to change your negative thoughts into positive ones. ● Have an anger reducing strategy ready to use.

Here are just a few examples of negative statements that put us down, creating unrealistic expectations and perceptions that fuel our anger. If you catch yourself putting yourself down, STOP! You are too hard on yourself. ● “Everyone is always criticizing me.” ● “No one ever gives me a chance.” ● “I’m such a loser.” ● “No one likes me.” ● “I’m so stupid.” ● “It’s not fair.” ● “I can’t believe how dumb I am.” ● “I am so weird and awkward.”

The danger in repeating these self-defeating statements is that the more you use them, the more likely you are to believe them, live your life by them, and eventually become a product of the statements. Decide to stop using self-defeating statements. Make the change.

When bullies found out I could not read and write they called me dumb. If I repeated the word dumb and believed it, I would not have had the success I have had today.

“What You Believe Will Become Your Truth,” - Scott Graham

I knew a boy named Mark, who had a serious problem with anger. He was damaging property, losing friends, and getting kicked out of school. He realized that he needed to control his anger. He used the following anger strategies and now teaches others how to manage their anger.

“One key to successful leadership is continuous personal change. Personal change is a reflection of our inner growth and empowerment.” - Robert E. Quinn



ANGER MANAGEMENT FACTS & STRATEGIES

“Nature gives us two ends - one to sit on and one to think with. Success or failure depends on the one used most.” **Ann Landers**

1. Everyone gets angry. 2. You cannot control the people or situations that make you angry. You can only control what you do with your anger. 3. Handling anger in a negative way leads to negative consequences, leading to a negative reputation, leading to a poor self-image. 4. When you are angry: (a) remain calm; (b) stop and think about what you should do and what will happen when you do it; (c) if you lose control and handle your anger in a negative way, figure out what you did wrong so that you can learn from your mistakes. 5. Know what your signals are that tell you that you are getting angry. This way, you can prevent yourself from losing control. 6. Do not allow anger to control you. You have the power to control your anger. 7. Stop, think, and make a plan. Know what to do when you do get angry. Prepare yourself. 8. Remove yourself from the person or situation that is making you angry. 9. Go to a quiet place until you have calmed down. 10. Count to ten and take deep breaths. This allows you to calm yourself down, relaxing your body, and regaining your thoughts so that you can positively handle your anger. 11. Talk to someone about what is making you angry. It is essential to let out the anger that is building up inside of you. It will make you feel better. You will feel better and be less likely to blow up at the wrong person, which will get you into trouble. 12. Anger equals energy. Use your anger as a form of energy. Use your anger to energize yourself and motivate yourself to do something positive. Channel your anger into something that you are doing. If you are studying, use your anger to study harder. If you are playing hockey, skate faster, and get a goal. It is possible to turn a negative into a positive

Use your anger wisely. 13. Write your feelings down, which sometimes helps get the anger out.

14. Exercise helps you get your anger out in a positive way. Ride your bike around the block, call up your friends, or organize a game. If you get rid of your anger by exercising, you will feel better and be able to stop and think about how to handle the situation that made you angry in a positive way. 15. Time and space. Put time and space between you and what is making you angry. This will allow you to calm down, relax, stop, and then think about how to handle your anger.

THE POWER OF ADRENALINE

If you exercise, you release adrenaline into your body. Adrenaline pushes out your angry feelings until you feel better. The next time you feel yourself getting angry, ride your bike around the block, or go for a walk, or run, or call up your friends to play and see if you feel better afterward. You will feel better and be able to stop and think about how to handle your anger positively.

SELF-TALK

Everyone has an internal voice that can talk them into or out of something. We can use this voice to help us deal with our anger. The next time you feel yourself get angry, tell yourself to calm down and relax. Talk yourself down. You will be surprised how well this technique works. Self-talk helps you focus on the solution and avoid creating problems.

“Always imitate the behaviour of the winners when you lose.” - George Meredith

SWEARING: THERE IS A BETTER WAY!

Why Do People Swear? • To appear tough. • To feel like they can control others. • To get a reaction from people (negative or positive). • To fit in. • To be “COOL” or accepted. • It is a way of expressing frustrations and anger (the wrong way). • Imitating what has been heard on television, at home, or in the community. • Because it can be an accepted norm in your social group. • Lack of self-control or self-awareness. • Doesn’t care about what people think, or their personal brand. • Doesn’t realize how swearing affects their personal brand.

What are the consequences of swearing? • It can negatively affect your personal brand; your reputation. • You could be seen as a person who lacks imagination, intelligence, and class. • Some people are often offended by such language. • You may lose respect. • It shows a lack of self-control.

• You may turn people away from wanting to get to know you. • It could potentially affect the jobs and opportunities you could receive. • You may only attract those who use the same type of language as you. • Frequent swearing can make people look dumb, less appealing, and less attractive.

When I am referring to swearing, I am referring to people who overuse profanity. It's not the occasional bad word. It's people who use profanity as choice adjectives in their every day conversations.

The excuse I hear for swearing is: “I swear if I get angry.” There aren’t any good reasons to swear; however, there are good reasons not to. We all have our moments and let “choice words” fly out of our mouths. Leaders need to control their vocabulary to role-model self-control and leadership. Just because everyone does it doesn’t make it right.

“The things that are good are learned at Mothers’ knees. The things that are bad are learned at some other joint.” - Paul O’Grady

CHOICES

“We can’t control what happens to us, but we can control what happens in us.”

John C. Maxwell

It’s easy to go with the flow. To do whatever one else is doing. It takes leadership and it takes courage to stand your ground and be the person you are designed to be. The question you need to ask yourself is - what or who is influencing my choices? Your choices determine your direction in life. Your family circumstances, your physical and intellectual capabilities, talent, or your social status doesn’t determine your life’s outcome. The choices you make will determine your life’s direction. You are responsible for your choices. What will you do with your life’s circumstances and what choices will you make?

“It’s your choices, Harry, that show what we truly are, far more than our abilities.”

Albus Dumbledore

PEER PRESSURE

“Everything can be taken from you, but one thing. The last of the human freedoms. To choose one’s attitudes in any given circumstance is to choose one’s own way” -

Victor Frank, Holocaust Survivor

Negative peer pressure is when you are pressured or forced into doing something that you really do not want to do by your peers. You are pressured into changing your “no” into a “yes.” The pressure could come from your friends, classmates or family members. You may be pressured into bullying, smoking, swearing, fighting, stealing, vandalizing, taking drugs or drinking.

Reasons Why You May Give into Negative Peer Pressure:

- The influence of your friends can be very hard to resist.
- You want to fit in and are willing to sacrifice your own values and integrity to do so.
- Your definition of what is right and wrong is clouded by the influences of television, video games, social media, movies, and adults who model inappropriate behaviours.
- You are influenced by your peers because you are afraid of what they may say or do if you refuse their requests – you are afraid of rejection.
- You want to be “cool.”
- You haven’t defined your “cool.”
- By following the crowd, you become part of the crowd. You become a “blender.”
- It’s easier to follow along than it is to follow your own path.

HOW DO YOU RESIST PEER PRESSURE?

- Stand firm in what you believe! Do not allow anyone to sway you from your beliefs or values. If you are unsure where you stand on an issue, ask questions until you do know where you stand.
- Remember that you have the right to say NO!
- Be assertive – mean what you say. Look your peer straight in the eye, use an assertive tone of voice, and tell them NO!
- Do not be conned! Once someone has tried to get you to do something you do not want to do and you have said “no”, expect the cons.

You will first hear the fake promises, "If you do it, I'll give you \$5.00." "If you do it, everyone will think you are cool." If this doesn't work, you will hear the threats. You may hear, "If you're my friend, you will do it," and "What are you? A chicken?" All of these sayings are cons, which are used to get you to change your mind. These people want you to do something that you both know is wrong. They want to control you. They want to see if they can get you into trouble or get you to do their dirty work. Also, would a real friend make you do something you don't want to do? Do not get set up! Do not get conned!

Remember the word “dare” starts with the letter “D” and so does the word “dumb.” Don't be dumb! Do not be controlled by a dare. Make sure you have an accurate definition of what cool is. What is your cool? What are your values? If you have a definition of what cool is and know what your values are you are less likely to be swayed by others. Your values should stay consistent from one peer group to another. You shouldn't act one way with one group of friends and behave another way with a different peer group. Stay consistent to what you believe.

THE REAL DEFINITION OF COOL

To be brave enough to be yourself and not be influenced by what other people want you to be. Define your cool and never let anyone to define it for you. Have a definitive set of values. I value honesty, integrity, respect, responsibility, family, friendship, generosity, serving others, being consistent, and being kind. These values require strength, intentionality, and determination.

PRESSURE FROM SOCIAL MEDIA

• Swearing • Violence • Irresponsibility • Becoming Desensitized • Entitlement • Racism • Drinking • Smoking • Conforming to Other People's Standards

Everyone gets pressured, whether they are aware of it or not. Turn on the television, access social media, or go to a movie and see how much violence you see and how much swearing you hear. There are video games and toys aimed at young kids, which are violent and deliver negative messages. Will you allow them to influence your personal brand?

Many people have the attitude that if everyone is doing it, then it must be right. Right? WRONG! Many people make bad choices. It doesn't make these choices right. Think for yourself. Do not allow television, music, movies, video games, or other people to think for you and steer you in a negative direction. It's easier to do what everyone else is doing, but it's better to do the right thing! Build a personal brand that will lead you to adventure and success.

DON'T BUY IT

Companies that sell products sell you two things: the product and what the product will do for you. “If you buy these shoes, you will gain status, and everyone will think you are cool,” is the message many companies are selling. They want you to buy their product. They will connect the product with a celebrity or promise you status or attention. The problem is that when you buy a product you only receive one thing and that is the product which you paid too much for.

Don't get suckered! Social media can mold your attitudes and your beliefs if you let it. Everyone posts their best side on social media. Their lives look perfect, their relationships look perfect, and even their skin looks perfect! Don't fall for the false images as no one's life is perfect. If you are not careful your definition of what cool will be affected by the faked photos and the attention seekers of social media and the lies companies are selling you. Know your cool!



GUILTY BY ASSOCIATION

Many people get into trouble because they are around the wrong people at the wrong time.

What do you do when your friend asks you to come with them when he steals from a store? All he wants you to do is keep the store owner busy. You won't actually be stealing....will you? If you don't comply, he says he won't be your friend

What do you do? Don't get fooled by the "I won't be your friend anymore" line. This line has been used for years to convince people to do the wrong thing. If this person is your friend, then he will accept your "no" at face value. You may be the one that stops your friend from doing the wrong thing. You see, if your friend gets caught stealing and you are there, you will get into as much trouble as they do. If you hang around a bully, people may assume you are a bully too. If you are in a situation where someone you know is doing something wrong, get away as fast as you can. If this person gets caught, you get caught. If you hang around people who swear, drink, bully, tease, or destroy people's property, even if you don't do these things, people will assume that you are guilty by association. It's not worth it. You push more people away than you attract. The choices you make and the people you hang around with will influence your personal brand. Your personal brand and how people see you, will determine your level of success. It also dictates the opportunities you will receive and affect your self-worth.

ROLE-MODELS

We are faced with many difficult situations every day. As leaders, we need to take control of these conflicts and challenging situations and learn how to handle them so that we can overcome these difficulties and present ourselves as role models. You can teach people by relaying information verbally. You can also teach people by being a good example. People learn by watching others. When we are being watched, let's take the attitude of a leader and teach by being a great example of what a leader is: someone who takes initiative, is a good sport, a good friend, and has integrity. There are so many ways to model leader behaviour. Let's have people learn from how we handle our situations. Let's show others that it is important to always try your best and handle difficult situations in the best way you can. By doing this, you help yourself feel good as well as teach others how to feel good about themselves. Never underestimate the influence you have on people.

When you say you are a leader, people will watch and listen to you. They may be waiting for you to blow it. They want to see if you practise what you preach. Do you do what to tell others to do? The manner in which you deal with a situation will determine your leadership effectiveness. Teach by being the best example you can be. If you do blow it, embrace the mistake, learn from it and then, teach from what you have learned. Be the example.

PROBLEM-SOLVING

“Success is the sum of small efforts – repeated day in and day out.” - Robert Collier

We do not always have a lot of say when it comes to the problems that enter our lives. We do have control over the attitude we take when problems come our way, as well as how we choose to handle them. We could have a defeatist attitude, which means that we let the problem get the best of us. Or we could take the problem, solve it the best way we can, and turn the negative experience into a positive one by allowing the experience to help us learn and develop as leaders. Life experiences are what help a leader develop into a person who can handle a variety of challenges

Why is it that even when we know one of our choices will get us into trouble, we still make that choice? The following are just a few common reasons for bad choices:

- We want to be rewarded right away for a behaviour instead of waiting for a reward which may take longer to receive. For example, the decision to steal a baseball cap instead of saving for it, as it will take too long to get it otherwise.
- We act on our emotions instead of thinking through the problem and solving it intelligently. If, for example, someone comes up to us and teases us, we may want to involve ourselves in a fight, acting on our anger, instead of trying to solve our problem in a positive way by remaining calm and using anti-bullying strategies.
- Everyone wants to be noticed. Sometimes bad choices are made because getting negative attention beats getting no attention at all.

- We may be pressured into acting on a poor choice because we want to fit in or we are told that if we do not perform what we know is wrong, we will no longer be accepted by the peer group.
- We don't learn from our past mistakes.
- We are negatively influenced by the television programs we watch or the video games we play.
- We lack self-regulation, and impulsively react to a problem, instead of thinking through it.

"The measure of success is not whether you have a tough problem to deal with, but whether it is the same problem you had last year." - **John Foster Dulles**

Have a plan so that if you are faced with hard choices, you can deliver smart answers. Answers that are well thought out and delivered effectively. If you are not prepared for hard choices, you may make the wrong choices.



Short Term Rewards and Long Term Consequences

Since we want our problems to go away quickly, we often choose a problem solving method which will be fast and to the point. This usually involves acting on our feelings instead of thinking about the problem, our response to the problem and the consequences of our choices. For example, if someone teases us, we fight; if we want something, we take it; if someone asks us to do something, we argue. If you think about how to solve problems properly, you will realize that fighting, stealing, lying, and arguing only make your problems worse. If we do things right the first time, we don't have to keep going back to correct our mistakes. The less time you spend making corrections, the more time you'll have to enjoy your activities.

Leadership Tip: When you are faced with a problem, remember to STOP, THINK, and PLAN. You will have fewer problems and more success when problem-solving.

“Courage is being scared to death, but saddling up anyway.” - John Wayne

THE “COOL” CONFLICT SOLVING PLAN

Conflict – Identify the problem and attack the problem, not the person. **O**bserve possible solutions – There is always more than one way to solve a problem. **O**ne solution – Choose the best solution. **L**ook back – Evaluate your choice. Once we have identified the problem, we now have to think of ways of solving it. For example, if we get teased, possible choices to solve our problem could be: 1. Tease back 2. Get into a fight 3. Start crying 4. Tell an adult 5. Be assertive and tell the person you will not put up with the teasing.

Now that we have thought of possible solutions, we now must choose one and put it into action. After a choice has been made, and we have put it into action, we must ask ourselves, “Did it work and if not, why not? Every problem has many solutions. Review each choice until you find a solution that works. Choose another solution if your first choice did not work and review its success. Too often we give children answers to remember, rather than problems to solve.

COOL SOLUTIONS STOP, THINK, MAKE A PLAN

Every problem has more than one solution. We must learn to pick the best way of solving our problems. This could mean that we will fail before we succeed. However, if we chose poorly, we can learn from the experience and choose another solution. We now know that this solution does not work and will learn from our mistake.

Here are a few examples of problems and possible solutions. Which solutions would you pick? 1. Your mom asks you to clean your room. You: • Argue with your mom. • Tell her you will do it later. • Clean up your room immediately. 2. Your friend starts to tease you. You: • Tease him back. • Tell him to stop. • Punch him in the nose. 3. Your best friend wants you to steal candy. You: • Tell him to forget it and walk away. • Steal the candy because you want to fit in. • Tell your parents. 4. You accidentally broke your dad’s favourite golf club. You: • Own up to what you did and accept the consequences. • Hide your dad’s golf club and tell him that you don’t know where it is. • Tell your dad that your brother broke it.

Do not be afraid of making mistakes. Where would we be now if Alexander Graham Bell wasn't willing to make mistakes? He invented the telephone, but not before making hundreds of mistakes that led him to his success. Mistakes are opportunities to learn, get better at something, and become a better leader.

"You don't drown by falling in the water; you drown by staying there." - **Edwin Louis Cole**

FRIENDSHIP

The Word "Listen" Contains the Same Letters As the Word "Silent." - **Alfred Brendel**



What is a Friend? A friend is someone who likes you just the way you are. You do not have to change who you are or what you believe in order to be someone's friend. Nor do you have to do anything or give anything to be accepted as someone's friend. A true friend accepts you at face value, faults and all. There are people who will ask you to do something in order to qualify for their friendship. Take this as a sign that the person is not really interested in having you as a friend. Remember that you are offering them something extremely special – your friendship. If they cannot see the value in this, maybe they do not have what it takes to be a real friend. Don't sacrifice the real you in order to be someone's friend. It's not worth it! Get real to be real.

Investing in Your Friendships

Keeping a friendship going is not always easy. It takes two people caring about each other and willing to work at being friends. If one person is doing all the work, then the friendship is in danger of failing. What you put into a friendship is usually what you will get out of it. Invest time, energy, and the desire to do good things for your friend, and you will be rewarded with a great friendship. Be the example of what a good friend is supposed to be. How do you know if you will make a good friend? The first thing you need is the desire to work hard at being a friend, and secondly you need to know what a good friend is like.

“The older I get the less I listen to what people say and the more I look at what they do.”

Andrew Carnegie

FRIEND QUALITIES

TRUST AND DEPENDABILITY

If you make a promise, keep it. If you say you will do something, do it. If a friend tells you a secret, don't tell. There is an exception to this rule. If your friend tells you a secret that involves someone getting hurt or being put in danger you must tell this secret immediately to your parents or a trusted adult.

Trust is a characteristic you build your friendship upon. If you make a promise and break it, the next time you promise something you will find it is not worth anything. You will no longer be believed, and you may need that promise to be believed. Saying, “I was just kidding” doesn't take back a promise. Your friends also need to be able to depend on you. They need to know that if you say you will do something, you will do it.

Dependability can lead to opportunities and successes. You do not want the reputation of someone who does not do what they say they will do. You may be losing out on opportunities to make money or advance in something you are doing, but most importantly you will be losing out on opportunities to be someone's friend.

GOOD LISTENER

If a friend wants to share something with you, be a good listener. It is important to show your friends that you are interested in what they have to say. Whether they are telling you about what they did or saw, or about something that is bothering them, listen. Listening shows your friends that you care. Making eye contact is important, it tells your friends that you are listening. Only interrupt when you have something to add to the conversation. Be a good listener. Be a good friend.

BE AWARE OF UNSPOKEN MESSAGES

Being a good friend is being aware of the different ways your friend will tell you how they feel. You should be able to pick up these cues in order to adjust your behaviour if you are doing something that is bothering your friend. If you are teasing your friend in a fun way, are they taking it for fun? If you are fighting with your friend, how will you know when it is time to stop? You need to know what the cues are which give you the "stop" message. These cues can be one or more of the following: (1) Tone of voice (2) Body language; clenched fist, arched back (3) Facial expression (4) Repeating the NO message over and over again. Know how your friends are feeling. If a friend says no, then take it as a no and stop what you're doing. Don't push a joke too far. We sometimes hurt a friend because we have not picked up on the no messages. It is also important to pick up on our own cues.

“Do not follow where the path may lead. Go instead where there is no path and leave a trail.”

Ralph Waldo Emerson

What messages are we giving off? We need to notice how our friends are reacting to us. Do we see signs of our friends misunderstanding something we have done or said? We also need to think about how we talk to our friends. What Is the tone of our voice like? Are we delivering a confusing message? Maybe they think we are angry when we are not. Sometimes we unintentionally say things that upset our friends. Be sure you are delivering an accurate message. Do a self check every once in a while. Make sure your voice doesn't sound angry when you're happy. Make sure your friends know you think they are great. Communicate your feelings. Don't be afraid to tell your friends how you feel. What do you have to lose?

BE THANKFUL

If your friend is doing something nice for you, show them that you are grateful. There are people who enjoy doing nice things for other people. All that these people usually want in return is to feel appreciated. No one likes to feel taken advantage of or unappreciated. Thank your friends when they do something nice for you. Words like “thank you” and “please” can mean a great deal when it comes to adding to your friendship.

BE SENSITIVE TO YOUR FRIEND'S NEEDS

Know when your friend needs to be alone, needs their space, your company, or needs someone to listen to them. Think of your friend's needs over your own and you will find that your needs will be taken care of.

PATIENCE AND FORGIVENESS

We all have bad days. If your friend says or does something you do not like, call them on it, but always be willing to forgive.

INCLUSION

You may be playing with other friends, and a friend who is not part of this group wants to play with you. Include your friend in the group. Do not let others influence you to exclude this friend. Have the attitude that more friends playing together equals more fun.



“The most important single ingredient in the formula of success is knowing how to get along with people.” - Theodore Roosevelt

A QUICK REFERENCE ON HOW TO MAKE FRIENDS

- Don't wait for someone to come up and make friends with you. Make the first move.
- Find something that you have in common so you can create a conversation. Look at the person.

What are they wearing? Are they in your class? Do you share similar interests? If they are wearing a Blue Jay's shirt, begin talking about the Blue Jays! Finding something in common will help you begin a conversation and a potentially new friendship.

- Be yourself. Do not put on an act and pretend you are someone you are not. It doesn't take long before people see through your act and see that you are a fake. You end up leaving a bad impression. Be yourself and let the real you shine through. You want people to like you for who you really are.
- Be honest, considerate, and giving. Let people know that you would make a great friend. Invest time and energy into your friendships and you will receive amazing friends, experiences, and opportunities.



● **Compromise.** Compromising means that if you have difficulty solving a problem with a friend, you come to a solution that you can both live with. This may only come about if you are both willing to sacrifice a little of what you originally wanted in order to solve the problem. For example, suppose that your friend wants to go roller skating, but you want to go to a movie. How could you come to a compromise in this situation? One possible solution may be that you go roller skating this week as long as your friend is willing to go to a movie next week. Come up with a solution that will make you both happy. ● **Get involved.** The best way of making new friends is by getting involved in group activities. You will be surrounded by people who enjoy the same activity as you do. What better way to start conversations and establish new friendships? ● **Communicate effectively.** Be aware of the messages that you are delivering. Be aware of your tone of voice and body language. Deliver the right messages. ● **Never give up.** Sometimes making and keeping friends can be really difficult. No one wants to get hurt so sometimes people are unwilling to take risks

However, by taking risks you are increasing the chances of making a friend who will like you for being you, who will be with you in good and bad times and, best of all, help you feel good about yourself. Take the risks. Make the first move. Join new activities. Make a friend. ● **Many people** will talk themselves out of making the first move or joining a new activity or group. They are afraid of being rejected or that maybe the activity won't be fun. These people play it safe, finding themselves alone, without friends, without the experiences that could be theirs. Take the chance. You have nothing to lose, only friends to gain and experiences which will help you develop yourself as a leader. ● **Define the kind of friend you want in your life.** Don't settle for someone who says they are your friend, but doesn't act like one. Friendship is an action word. You must act like a friend to be a true friend.

UNDERSTANDING SELF-ESTEEM

Self-esteem refers to how we feel about ourselves. Our perceptions of the world, how we are treated by others, and our successes or failures can direct our self-esteem in either a positive or negative direction.

We do have control over how we perceive the world and our place in it. We need to learn what to do with what comes our way so we can develop a confident, well-adjusted personality. Earlier in my life, I had extremely low self-esteem. What greatly affected the way I felt about myself was my perception of the world. I interpreted what was going on around me as personal attacks. If a teacher came into class and was having a bad day, I would immediately interpret their bad day as something I did to cause it. Even now, when I meet a negative person, I begin to analyze my behaviour instead of understanding that there are many people who are just negative. It has nothing to do with my interactions. What I have learned from this is to not own other people's problems. Here are a few ways of building confidence and improving self-esteem.



FULL ESTEEM AHEAD

- If you make a mistake, don't be hard on yourself. We all make mistakes. Use your mistake as a life lesson. What can you learn?
- Get involved in an activity that you enjoy because each time you succeed in something, you are raising your self-esteem and confidence.
- Acknowledge your successes and notice your strengths.
- Catch yourself bullying or calling yourself names. Change your negative self talk to words of encouragement and self-praise.
- Never do anything purposely that will make you feel or look bad. For example: hurting others, bullying, teasing, smoking, drinking, drugs, or being pressured into doing something you don't want to do. Being cool means being yourself and not allowing others to dictate how you should be.
- Live beyond a label. Many people live their lives according to the labels they have been given. Labels such as attention deficit, smart, dumb, good, bad, ugly, useless, the list goes on. If a label helps you succeed, use it. However, if a label limits you in any way move past it.

Create your own label that has a positive influence on your life.

- Your beliefs will become your reality. Your beliefs will determine your level of success. Turn your negative beliefs into tools that will help you succeed. When I was a child I was led to believe I was useless and dumb. These beliefs could have limited my success. I chose not to believe that I was dumb. I developed resilience, tenacity, and determination. The best way I thought to prove I wasn't dumb was to prove to myself that I was not limited. This change of attitude led me to many opportunities for growth and success.

- Use negative experiences to teach others. I was abandoned as a child, abused as a boy, bullied as a youth, and seen as not having much to offer as an adult. Being adopted is a gift. I was brought into a family that loves me and gave me opportunities my birth family could never have given me. Being abused as a boy has helped me become empathetic. Being bullied has led me to create an anti-bullying program that has helped thousands of children. Being minimized as an adult has helped me develop tenacity, motivation, and passion. Every negative situation has a positive side. If you look for it you will find it. Where your focus goes, energy flows. You will get more of what you focus on, so focus on the positive.
- Figure out what you want in life, then set realistic goals to achieve it. If your goals are unrealistic, you may give up on your dreams, and lower your self-esteem as a result of your failure. Many people live life without goals or have goals, but never take action. If you want to achieve your goals, you need to write them down and plan how you are going to achieve them. If you wait for your goals to “just happen,” you may be waiting a long time.
- Motivate yourself. Motivation comes from within. You have to motivate yourself to accomplish your goals and have the attitude that you will not give up until you accomplish what you are going after. Reward yourself when you are successful and learn from your mistakes.
- Contribute. You feel good when you are contributing to the activity or job you are pursuing. I find that when I am given the opportunity to contribute my skills to an activity or job, I feel great about myself. Avoid situations where you are not permitted to contribute your skills or expertise. There are many adults who hate their jobs because they feel they are not respected or able to contribute.

- Be happy with yourself, do not spend time focusing on your negative traits. Focus on the incredible qualities that make up you. Avoid comparing yourself to others. We all have strengths and weaknesses. You may see someone having incredible gifts. What you do not see is what they are weak at. I assure you that their gifts are no greater than yours and that they also have things they need to work on.

What makes you different as a child is what will make you great as an adult.

What helped me develop my self-esteem was to learn what affects my self-esteem and create successes that I could use to improve my confidence. I was a bad athlete. I was the guy who would score on his own team. Once I realized, and so did everyone else, that my strength wasn't sports, I began pursuing an interest in music. I did well in music, receiving the achievement award in music when I graduated from high school. I received opportunities in the Burlington Teen Tour Band which allowed me to perform at Hamilton Place, which eventually led to numerous experiences playing in a rock band. These positive life experiences helped me develop confidence. The key to improving your self-esteem is to create positive experiences that will open the doors to other positive experiences. This will foster positive self-esteem. Do not talk yourself out of opportunities that could lead to successes and opportunities that will strengthen your self-esteem. If I can do it, so can you! So many people live lives filled with excuses of why they don't achieve and pursue their dreams. Don't be directed by excuses. Be intentional about achieving your goals and you will have a life of adventures.

BASIC NEEDS

The following are the needs we all need to lead successful, happy lives. ● Growth - We all need to feel like we are growing and developing new skills. ● Certainty - We need to know that we can pay the bills and are healthy. ● Uncertainty - We need excitement in our lives: new adventures. When life becomes routine, our happiness level wanes. ● Love and relationships - We need to feel loved and appreciated and be involved in a healthy, loving relationship. ● Contribution - We need to feel like we are contributing. A great way to achieve this is to serve others; volunteer, give back to your community.

If we focus on our basic needs we will be on our way to having a fulfilling life.



ACHIEVING YOUR GOALS

“Reach for the Stars and Touch the Moon” - **Anonymous**

Many of us want to accomplish specific things in life but never do because our goals are either unrealistic or because we do not have a plan. For example, think of the individual who wants to lose weight, but never exercises and continues to eat junk food. They also fill themselves with self-defeating statements such as: • “I’m too tired to exercise when I come home.” • “I’ve always been fat.” • “I don’t have the willpower.” • “I need someone to exercise with me.” If their goal is to lose weight, they must develop a plan. This plan must be realistic, measurable, and set in action. They need to write down their goals and monitor their progress. Nothing will happen if they just wait for it to happen. They must make it happen. Here is an example of a goal-setting plan for someone who wants to lose weight: • I will run every morning before school. • I will eat well-balanced meals. • I will reduce my intake of junk foods. • If I get the “munchies,” I will have fruit or low-fat snacks. • I will lose X amount of pounds before a given date. These goals can be monitored and are measurable. If we fail to follow one of our goals, it is important not to lose hope. Chalk it up to a bad day and move on. It is equally important to reward yourself with positive self-praise when you succeed in accomplishing your set goals. Continue to remind yourself how you will look and feel when you have accomplished what you have set out to do. Everyone, from time to time, dreams the impossible dream, and that’s all they do is dream.

SETTING GOALS

There are four things which prevent many people from accomplishing their goals: • No definitive goals. • Poor self-esteem, that leads to learned helplessness. • Fear of failure. • Goals that are not realistic or attainable. Define Your Goals, Control Your Direction

As we make our way through life, we often have specific goals we want to achieve. Maybe you've wanted to be a famous singer or improve your ability at playing the guitar. Some kids want to become NHL hockey players, some want to be successful dancers, and some have other goals in mind. It's great to have aspirations and goals, but for them to happen, we must create an action plan. Without a plan, we tend to move in too many directions. We become unfocused. Genius has been described as the "ability to focus on one thing at a time." We must focus on what we want to accomplish and then design a plan of action that will help us achieve our goals. I know too many people who know what they want, but never do anything to move themselves closer to their destination. It's like trying to find a city without a map; you get lost. Direction is important because if you don't know where you're going, you'll probably end up somewhere you don't want to be. Your life can't go according to plan if you have no plan!

The power of goal-setting is that setting concrete goals enables you to go beyond the planning stage. It's one thing to want something to happen but quite another to actually set the goal, design a plan, and work toward its success in a conscientious and dedicated manner. Until you clearly list your goals and have a written plan attached to them, you aren't a goal-setter or a goal-achiever.

- Write down your personal, academic, professional, and lifetime goals on a piece of paper.
- Decide which goals are a priority. Do not work on too many things at one time or you will be running in too many directions.
- Decide how you are going to accomplish these goals. Set a time period so you can be accountable for completing each task.
- Evaluate your progress. Are you moving closer to your goal? Are you becoming an achiever?

Does your action plan have to be adjusted? Is it working? Are Your Goals Measurable? Not every goal is measurable. For example, you can't specifically measure how much your self-esteem has improved, although you may know and feel that it has improved. However, putting measurement on a goal helps you to know at any time how close you are in acquiring your goal. For example, if your goal is to improve your leadership skills, the tasks leading to accomplishing that goal might be as follows:

- I will help my friends on the schoolyard.
- I will read four chapters of a leadership book over one week.
- I will learn how to problem solve two new problems over a week.
- I will volunteer an hour of my time, helping an individual or group.

These tasks are all measurable. You may change the tasks over a period of time, but they will eventually lead you to accomplishing your goal. You will improve your leadership qualities.

Watch Out for Obstacles

You need to know that there are obstacles that could prevent you from achieving your goals. The good news is that the obstacles will only affect you if you allow them to affect you.

- Poor self-esteem can affect your ability to achieve your goals. You need to empower yourself with positive self talk, focusing on your strengths.

It is quite common for people to get into the learned helplessness mode. When you catch yourself saying these things, give yourself a big kick in the butt! To achieve your goals means to focus on what you can do, work on what you can't, and move toward what you will.

- Fear of failure is the biggest killer of dreams there ever was. So many people are afraid of failing that they fail to try. Understand that failing will help you move closer to your goals. If you try something and it does not work, try something else. You have now learned about one more thing that does not work. You will eventually find the thing that does work. Failures are opportunities to learn. See them that way. Everyone is good at something, but we are not good at everything. ● Negative people are everywhere! You need to protect your dreams and aspirations from them as they want to take them away. You will notice that as you become successful there will be people putting you down and attempting to make you feel unsuccessful. Do not give up. Do not change your direction. Blow through these people and show them that you will succeed despite their efforts to make you fail. Do not be discouraged; for every door that closes, another one opens. ● Make sure your dreams are realistic. For example, you may want to be a famous singer, but your voice lessons haven't helped you and you still can't sing. It is fun to try new things, but remember that you cannot be great at everything. Have fun and try new activities, but be sure you have goals that are achievable.

“The significance of a man is not in what he attains, but in what he longs to attain.”

Kahlil Gibran

SIMPLY SAFE

Being a leader means not only being responsible for your own safety, but being responsible to teach others how to be safe. Within the next few pages you will learn various ways of keeping yourself and others safe. Safety should always be a leader's priority and responsibility. Please take these next pages very seriously as you may be faced with an opportunity to help someone who will need the knowledge contained in this chapter.

Community Safety Checklist • Know your phone numbers (i.e. home number, parent's cell and work numbers, emergency contact numbers.) • Know your home address. • Do not walk home alone. Walk home from school with friends. • Take the same route home every day; no shortcuts. • If you decide to stay late after school or go to a friend's house, always tell your parents where you are and when you will be coming home.

• Make sure you are home on time; follow curfews. If you are going to be late, phone and let your parents know when you will be home. • Know where your "safety zones" are. These can include your school, your friend's house, friends of your parents, or neighbours your parents know and approve of. • Never give out personal information to a stranger. • If you are in danger and in need of adult intervention, yell "FIRE!" You will not get in trouble for yelling the word, "fire" if you are in danger and need immediate adult help. • If you need to get help from a stranger and you have the choice between a man or a woman, choose the woman or a woman with a child. • As a family, choose a code word. Never go with anyone who does not know this code word. • Do not roughhouse/wrestle with your babysitter. • Never sleep in the same tent as a counselor. • If you know of someone being bullied or hurt, tell an adult.

“Winning isn’t everything, but wanting to win is.” - Vince Lombardi

STRANGER SITUATIONS

“Don’t talk to strangers” is probably the most common warning you will hear in an attempt to prevent a situation with a bad stranger. Unfortunately, these warnings ignore everything that is known about the bad stranger. To begin with, the term “stranger” does not clearly define the bad stranger and others who might hurt you. It misleads you into believing that you should only be wary of unknown individuals who have an uncommon or shabby appearance.

In reality, bad people are very normal looking individuals who come from all walks of life. They can be, and in most cases are, someone you may know like a neighbour, friend’s parent or coach, someone you would not consider to be a “stranger.” Also remember that no matter how many times you are told not to “talk to strangers” you will in normal day-to-day activities talk to strangers. It may be the store clerk around the corner, the substitute teacher or the new babysitter. These people are all strangers for a period of time

To solve this problem we need to know the difference between good strangers and bad strangers. But, does this mean that when a “good stranger” asks you to do something that makes you feel uncomfortable you should do it? Of course not. What can you do to protect yourself? Read on for answers to this question. Situations and appropriate responses are easier to understand than a particular image or profile of a stranger. Research has shown that bad strangers use a selected number of tricks to connect with children. If you know these tricks and how to respond, you will be able to keep yourself safe.

IMPORTANT CONCEPTS

Before learning about common tricks, you need to understand some basic concepts. Good people can do bad things. There are individuals who do good things like give you gifts, take you to the movies, and shower you with attention but are also capable of doing bad things. Just like how a beautiful sunny day can turn to a day of rain and cold, is like how a good person can turn from doing nice things for you to acting inappropriately. You don't go outside in a bad storm, you protect yourself.

THE TRICKS

When you go fishing, you bring along worms to trick the fish onto your hook so that you can catch them. It's the same with people who want to catch children with their tricks. They obviously do not use worms, as most kids would prefer a good old chocolate bar. However, they do use tricks such as gifts, flattery, attention, and false promises which fool many children into unsafe situations.

YOUR INSTINCTS

Your body has its own built in alarm which sounds off when you are placed in a dangerous situation. Have you ever felt uncomfortable when you meet a person? Did you get a weird feeling when asked to do something? You may not always be able to explain this feeling, but acknowledge it as it is your body's way of telling you that you may be in danger.

RULES AND LAWS

You have rules you must follow at school and at home. So do adults. One rule or law that is important to discuss is that no adult, for any reason, is allowed to touch your body. If an adult does this or asks you to touch their private area, they are breaking the law. You must tell your parents as soon as you can. These individuals need to be stopped so that they are stopped from doing it to others.

COMMON TRICKS USED BY BAD STRANGERS

ASSISTANCE

Adults do not normally ask for assistance from children. The intent of the trick is to get you away from your friends or from a public place to a location where the stranger can get you alone.

Examples of this trick include someone asking you for assistance in finding a lost puppy, opening a car door at the far end of the parking lot, or assistance in carrying packages from the car. No matter who does the asking, even if it's your dad's friend Bill or the school principal, the key is to remember that children should be cautious of situations which the adult has arranged to be alone with the child.

JOB OFFER

The bad stranger approaches you and offers you a job. The bad stranger is attempting to get you away from your protective circle. They may offer you a job in looking after a dog, babysitting, or yard work. A "trust" relation may be formed which could lead to an opportunity to trick you.

No matter what job is offered you should for no reason go to a stranger's home or enter their vehicle. You should state that they should talk to your parents first before a decision is made.

Parents need to check out this individual to make sure they are a person you can trust. Adults should always discuss potential job offers with your parents first.

AUTHORITY

The bad stranger poses as a person of authority, such as a police officer, security guard, superintendent or anyone else that may be considered a person of authority. The bad stranger may approach you and tell you that they are arresting you for suspicion of drugs or theft or anything that may sound reasonable. This usually only applies to older children. You have the right to question authority. Credentials of anyone who wants to take you somewhere should be checked out by a teacher or a parent before you are allowed to go with this person. Police officers will not approach you in the schoolyard to talk to you. The police would normally first go to the office of the school first. The intent of this trick is to remove you from your normal safety area which means taking you away from other people to get you alone.

FEAR

The bad stranger may use threats or show you a weapon to get you to go with them. Your best chance in this situation is not to leave the area where you can possibly get help. In other words, you should never leave a safe area (like a mall or playground) to go with someone threatening you, even if they have a weapon. The bad stranger gains control of the situation only after they have left the area where you could get help. If this occasion should arise, your best approach would be to scream, “Fire!” or “Please help me! This is not my parent.” Make as much noise as possible. The bad stranger is not going to stay around. At this point, it is important that you notify the police of the situation. This response may save the life of another innocent child. Fear is also used to continue an established relationship: “If you tell anyone, I’ll get your younger sister.”

THE HERO LURE

Sometimes we seek the attention of individuals we know and admire. Our heroes may include a coach, club leader, teacher, parent or relative. In the case where you know the bad stranger, you might put up with the tricks in order to keep this person out of trouble. Real heroes would never do anything that would hurt you, especially something against the law. If a person uses tricks to hurt you or make you feel uncomfortable, they are not a hero, but an individual who is using the hero trick to get what they want from you.

GIFTS

Candy is still commonly used by those who trick children as a means of attracting them. Beer and drugs are also used to attract older children. The intent is to make the child feel obligated to the bad stranger and willing to go with them. A child may be afraid of getting into trouble for doing drugs or drinking alcohol, thus they might not disclose the problem. Parents should be concerned if their children come home with new clothes, CDs, video games or anything else of value if there isn't a reasonable explanation for where they got them. Parents have the right to question any gift coming into their house, even if it is from a close friend. Is there a friend or a family member taking a special interest in your child and if so, why? It is not normal for adults to give gifts to children for no apparent reason, especially if they have no other connection to your child. Does this same person offer to babysit your child? Does this person spend excessive amounts of time at your home or engage in games or horseplay with your children? You have the right to question this person's motives.

MODELLING, PHOTO, OR BEAUTY CONTESTS

One of the oldest ploys to make a child feel special is to ask the child to pose for a picture or tell them that they should be in the movies. Photo sessions can be a way to develop a child's confidence, but later lead to a problem. Legitimate studios would never take a child's photo without the consent of a parent.

GAMES AND FUN

Bad strangers have been known to pose as clowns or even join in games with children in order to develop trust. This can sometimes take place over a period of time. It is common for bad strangers to go to arcades and even give money to children for games in an attempt to develop trust. Eventually, as with the "gift" trick, it is a means of creating indebtedness, which makes it hard for you to turn down the request for a favour. Be suspicious of any adult or even an older child who wants to play or roughhouse with you. Bad strangers begin by attempting to engage in horseplay with a child and then eventually begin "accidentally touching." These touches get more frequent over a period of time leading to inappropriate touches. Fun and games are okay, but anything unusual should be reported to someone you trust.

THE NAME RECOGNITION TRICK

Well-meaning parents often mark their children's clothes, sports equipment, lunch boxes, and other belongings with their names. This allows a bad stranger to call your name, putting you off guard and creating a false sense of trust. Your name may also be revealed by another unsuspecting child, or disclosed during a casual conversation. Individuals who use the name recognition trick usually use it in conjunction with another trick, such as the emergency trick. They may trick you into a situation by addressing you by name and telling you that your parents have been in an accident. The bad stranger then tells you that you must go with them to the hospital. Many children have been tricked into bad situations by strangers using this trick. Instead of putting your name on your belongings, you may put your initials or a colour code. There are many ways you can identify your clothing without putting your name on it

You should ask yourself: "How does this person know my name? Did they overhear it? Did they read it somewhere? Why did this person make the effort to get to know my name? Are they trying to get me to trust them?"



BABYSITTERS

I have known children who have been inappropriately touched by their teenage babysitter or by a friend who is the same age. This kind of behaviour is not something that just comes from adults. Parents, be careful when you choose a babysitter. Check out their references and act on any incident which you feel is suspicious. If anyone touches you inappropriately, whether it be a babysitter, teacher, coach, friend, or relative, tell and keep on telling. If it feels wrong, it probably is. By telling, you are helping anyone else who may run into the same situation. Children are sometimes curious and want to “show and tell.” However, when there is a significant age difference, one party not wanting to “show and tell,” and/or force used, the situation moves from innocent curiosity to wrong. Do not be afraid of getting in trouble or getting someone else in trouble. Do the right thing and tell someone you trust.

ATTENTION, LOVE, CONFIDENCE, AND TRUST

A bad stranger may use some form of attention to gain a child’s trust. They may develop a relationship over time that may lead to a child being vulnerable to inappropriate behaviour. Your parents should be aware of any adult or older child that takes a special interest in you. At times this person will feign attempts at caring for your needs, such as offering a back rub, or any other way of having physical contact with you. It is their means of gaining intimacy with you, so they can trick you. While such a relationship can sometimes be innocent, other times it may not. Your parents should be concerned when a neighbour regularly invites you over to watch television or to use the pool, or if they seem to be developing a relationship with you through school, clubs, or sports. Many adults do devote countless hours to volunteer work with children and this is obviously commendable, but is an adult singling you out with a special interest?

Remember too, that those who trick children will, at times, use known organizations as a means of meeting children. Although these organizations do have screening processes, the bad stranger may not have a criminal record.

INAPPROPRIATE TALK

If an adult starts talking to you about anything that makes you feel uncomfortable, tell your parents immediately. Do not feel you will get in trouble as you are not doing anything wrong. This adult should know better. You are safer now that you know the tricks. Make sure when you are out in the community to stay close to your parents. If you are old enough to go to the mall by yourself or be left in a bookstore to look at books you like while your parents are off in another part of the store, have a plan. Do not start talking to adults you do not know. Never, ever go anywhere with a stranger and make as much noise as possible if you feel you are in danger. If you need adult help, look for your parents, someone with a store uniform, a security guard, a police officer, or someone you can trust. Arrange a meeting place in the mall or store to meet your parents. Make sure you set a meeting time and are consistently on time when you do meet your parents. If you get lost or separated from your parents in a mall go to the information desk and ask them to page your parents. If you need to ask a stranger for help ask a woman or a woman with a child. Unfortunately, most of the bad strangers are men. If you are separated from your parents at a mall, stay inside the building and immediately look for a mall employee or security officer. Do not leave the building. Now that you are aware of these strange situations, you are a lot safer than depending on the “Don’t talk to strangers” rule. If you come across any of these situations, you will now see them as red flag situations and can avoid and report them immediately

A wise man learns from the mistakes of others, a fool by his own.

THE PARENT AND CHILD SAFETY QUIZ

There could be more than one correct answer.

Scenario # 1: A man comes up to you and tells you he is a friend of your parents. He says they have been in a terrible accident and has to take you to the hospital to see them. You should: A) Go with the man as he looks honest. B) Ask him for more details to see if he really knows your parents. C) Tell the man you will go home and get a ride from a “friend of the family.” D) Talk about this situation with your parents before this scenario ever happens so that you know your parents would never send a stranger to take you anywhere.

Scenario # 2: A man grabs you by the hand and starts walking you to his car. You should: A) Starting screaming and freaking out. B) Go with him as he seems nice enough. He just wants to show you his hockey card collection. C) Scream out that this man is not your dad. Scream out, “Fire!” Tug away, run and resist. D) Go with him because if you don’t he may get mad.

Scenario # 3: Your uncle starts touching you inappropriately, making you feel uncomfortable. When you move away he says that if you tell you will get in a lot of trouble. You should: A) Forget about it as it didn’t really hurt. B) Punch him in the stomach. C) Stay with him and allow him to continue because you don’t want to get in trouble. D) Yell, “Stop!” move away, tell your parents immediately.

Scenario # 4: You are lost in Toronto. You should: A) Ask the first man you see for help. B) Look for a policeman or police station. C) Go into the nearest store and ask for help. D) Go up to a woman with a child and ask for help.

Scenario # 5: Your coach/leader offers you a ride home. You have been told not to go into a car with anyone without your parents' permission. You should: A) Go with your coach as it is disrespectful to turn down the offer. B) Wait and see if your parents show up. If they do not then take the ride. C) Say "No thank you" and wait for your parents. D) Phone your parents for permission.

Scenario # 6: Your friend tells you that his club leader offered him money to do something inappropriate. You should: A) Tell your friend's parents. B) You should tell your parents. C) You don't tell because your friend told you it was a secret. D) You don't tell because you are afraid of getting the leader in trouble.

Scenario # 7: You are walking home and you are confronted by a group of bullies. You should: A) Push your way past them. B) Stand there and take the chance that they will not do anything. C) Walk to a safety zone. D) Run away.

Scenario # 8: You are home alone and the telephone rings; a voice on the other end asks if your parents are home. You should: A) Tell the caller your parents are busy and cannot come to the phone. B) Let the answering machine answer it. C) If the message requires an immediate response, call your parent. D) Do not tell the caller you are home alone.

Scenario # 9: You are home alone (or with your brothers or sisters) and someone knocks on the door and asks to read your indoor electricity meter. You should: A) Keep the front or screen door locked. B) Do not open the door to anyone without your parent's permission. C) Tell the person to come back later when your parents can answer the door. Do not let the person know that your parents are away. D) Use a telephone to call a neighbor to ask for assistance if the person refuses to go away or is persistent.

Scenario # 10: You are in a public restroom and someone is bothering you. You should: A) Yell, "Stop that!" as loud as you can. B) Run out of the room as quickly as possible. C) Tell your parents, police officer, security guard, or other adult (such as a teacher) what happened. D) Remove yourself from the washroom as fast as possible. Tell an adult immediately.

Scenario # 11: You are walking in the rain to school and a car stops. The driver asks if you want a ride. You should: A) Stay away from the car as you do not need to go close to the car to answer. B) Unless you have permission to ride with that person, say, "No, thank you." If the driver persists, say "No" in an assertive tone and move away from the situation. C) Tell your teacher when you get to school and tell your parents when you get home. D) All of the above.

Scenario # 12: You are playing on the playground and an adult comes up to you and asks you to help him find his puppy. You should: A) Move away from the stranger. Go home. B) Even if you know the person, do not help. Adults should ask other adults for help. Before you assist, you must get your parents' permission. C) Tell your parent what happened. D) You love animals and decide to help the stranger.

Scenario # 13: You are walking down the street and someone wants to take your picture. The person asks you to come to their house. You should: A) Stay away from the person and say in a loud voice, “No, I don’t want my picture taken.” B) Do not ever go into someone else’s house without your parents’ permission C) Tell your parents about the person immediately. D) All of the above.

Scenario # 14: An older child (babysitter) invites you to play a game called, “Doctor.” They want to pretend that you are the patient and they are the doctor. This individual tells you to take off your clothes so that the “Doctor” can examine the patient. You should: A) Keep your clothes on. B) If they persist, yell and get away. C) Tell your parents about this person immediately. D) All of the above.

Scenario # 15: An adult you are with starts talking to you about inappropriate things. You should: A) Tell them politely that you do not think this topic is appropriate and wish it to stop. B) Quickly change the topic to an appropriate conversation. C) Tell an adult about it. Don’t be embarrassed. It is important that an adult knows. D) Listen to the conversation as you may learn something.

Scenario # 16: A babysitter or adult wants to wrestle. You should: A) Do not wrestle as you may get hurt. B) Tell the person you do not roughhouse or wrestle with adults or babysitters. C) Tell your parents if this individual is persistent. D) Wrestle with the person as you enjoy wrestling.

Scenario # 17: Your coach invites you to his house for a sleepover. You should: A) Always ask your parents’ permission. B) Find out who else will be at the sleepover. C) Never go if you are the only one invited. D) Immediately phone home if anything makes you feel uncomfortable.

Scenario # 18: You cannot speak into the phone, but you need assistance. You should: A) Dial 911, as your call is traced to your address. (This applies to a landline, not a cell phone) B) Dial 911 and make noise so that the operator knows you are there. C) Yell as loud as you can as someone may hear you. D) If possible, whisper into the phone so the operator knows what the emergency is.

Scenario # 19: You are at camp and realize that campers are supposed to sleep in the same tent as their counselors. You should: A) Tell the counselors that your family rule is that you are not permitted to sleep in the same tent as a counselor. If this is a problem, they should phone your parents. B) It's not an issue as that's what they do at every camp. C) Have your parents check out the sleeping arrangements before you go to camp. D) You don't want to make a fuss, so you sleep in the tent with the counselor.

Scenario # 20: You live in a very safe city. You should: A) Always have a plan as you may leave your community at some time. B) Not worry about having a safety plan as you won't need it. C) I am too young to worry about having a plan. D) Always have a plan, just in case you need it.

I have seen situations created in schools, camps and the community that could make children vulnerable. I have seen opportunities created that would be opportunities for a bad stranger. Simply Safe is a guide to keep yourself safe from the tricks of a bad stranger. It has been said that knowledge is power. You may never run into a bad stranger or one of their tricks, but in case you do, you are now equipped to handle whatever comes your way.

Answers to Quiz 1. D 2. C 3. D 4. C or D 5. C or D 6. B 7. C or D 8. B 9. B 10. All of the above
 11. D 12. B and C 13. D 14. D 15. C 16. A,B and C 17. All of the above 18. A and D 19. A and C
 20. A and D

“Courage is more exhilarating than fear and in the long run it is easier. We do not have to become heroes overnight. Just a step at a time, meeting each thing that comes up, seeing it is not as dreadful as it appeared, discovering we have the strength to stare it down.” **Eleanor Roosevelt**

THE INTERNET AND YOUR SAFETY

Here is a review of some important rules to remember when you are on the computer at home or at school: ● Never give out any personal information like your name, address, phone number, school, grade, birthday or family member’s names. ● Never send photographs to anyone over the Internet without your parents’ permission. Even if someone insists, you will not get in trouble. If someone repeatedly asks for your photo, be sure to alert your parents immediately. Remember that if an adult is posing as a ten year old boy, they could easily fool you into believing they are who they say they are by sending you a fake picture. ● Never respond to any message that makes you feel uncomfortable. Don’t allow anyone to say mean or inappropriate things to you. If you do come across someone doing this, get your parents right away so they can get the person’s user ID so they can contact the online service or police. ● Tell your parents right away if you are contacted or in conversation with anyone who makes you feel uncomfortable.

- Never meet anyone or have anyone over to your house that you meet on the internet without your parents' permission.
- Only use chat rooms that are designed for children and are determined to be safe by your parents.
- If you have a webcam, only use it with family and friends. Never use a webcam with someone you do not know.
- Some websites are not meant for children. If you come across a site that looks suspicious, ask your parents about it. Never download applications or photos from unknown sites as they may contain viruses that could damage your computer.
- Never open an email from someone you do not know. It may have a virus attached to it.
- Never give out your password. This is an example of private information. No one on the Internet needs to know it.
- Ask your parents to install "child-safe" browsers. They are colourful and fun and will
- guide you to sites that are child friendly.
- Don't spend all your time on the computer. Get together with your friends, go outside and play or join a club. There is fun out there for you. Go out and find it.

Inappropriate Images

The Internet is filled with great information, however there are sites that are filled with violence and inappropriate images. Individuals who own these sites want to lure you in, hoping you will be curiosity enough to stay on their sites, and dig deeper into what they have to offer. Looking at inappropriate images can create a real problem for you. There will be people who will tell you it's not a big deal, however they are wrong. It can effects your integrity, your self esteem, your confidence, your influence as a leader and your personal brand. It can also be something that leads you down a path that will negatively effect your life.

Here's what could happen:

1. You view inappropriate images 2. You receive a pleasant response 3. You continue to view the images to gain the pleasure-response 4. The pleasure response diminishes 5. You want to regain the pleasure response so you seek more extreme images and the cycle continues. You are motivated by the desire to quench your desire for the pleasure-response. You spend more time seeking and less time living, until the need for the fulfilling your desires overcomes you. 6.

Healthy relationships are also effected, because you cannot get your desires fulfilled naturally. You will rationalize your behaviour and make excuses, however everyone who takes this route will get caught and deal with the consequences. Ask yourself this question: if my friends, colleagues and family found out about you looking at these images how would they feel? How would you feel? Is it worth it? Like drugs or alcohol, inappropriate images can be destructive to your life.

SIMPLY SAFE REVIEW

When You Are Home Alone • Never tell a caller you're home alone. • Let the answering machine answer your calls. • If you do answer the phone, tell the caller that your parents are busy and cannot come to the phone and will phone the caller back. • Know important phone numbers if you need help, such as neighbours, parents, police and the fire department. Have these numbers accessible. • Never leave the house to meet anyone, no matter what they say, such as "Your parents were in an accident. They asked me to pick you up and go to the hospital." • If you need to use 911 expect to hear the person on the phone say: "police, fire department or ambulance." You must respond with the appropriate choice. Give the person your name, address and concern.

If you are not able to speak, phone 911 and leave the phone off the hook. The 911 dispatcher will send out help immediately, or if you can, yell “Help!” then drop the phone. ● Know that it is alright to hang up on a persistent caller who continues to ask if your parents are home or not. If your parents are out you should always lock the doors. ● Never answer the door when your parents are out and for no reason do you let anyone into your house, even if they are in a uniform such as policeman, fire inspector, electrician etc.

When Playing Away From Home ● Always tell your parents where you are. ● Make sure they have the phone number and address of your friend. ● Tell your parents when you will be home.

● Be consistent about arriving on time. ● Phone your parents if you are going to be late.

● Have a code word that only you and your parents know. If someone comes up to you and says your parents asked them to pick you up, ask for the code word. Do not go with them unless they know it. No exceptions. They may say, “Your parents are hurt badly and could not tell me the code word.” If this is the case, go to a trusted and known adult and go with them if necessary. Do not go anywhere with someone you do not know. ● If someone tries to grab you, fight to get away, right away. Use whatever you have to so you can get help. Runaway from people who make you nervous. ● Adults should never ask kids for help (directions, finding a lost pet). ● If someone you don’t know offers you anything, say “NO!” This may include things you really want such as hockey cards, candy or money. ● If you are asked to do a job like cutting someone’s lawn, tell them you first have to ask your parents first before accepting the job.

When Escaping Abduction

If someone grabs you:

Yell - “This is not my parent!” Most people will assume you are just having a temper tantrum if you don’t yell this. You can also yell “Fire!” as this will draw a lot of attention to you. ● You need to kick, bite and punch your way out of an abduction, despite what the abductor tells you. Do whatever it takes to ensure you do not go to a second location.

If They Get You Into Their Car

- Throw something out of the car so you leave a trail that someone can follow such as a shoe, necklace, or any other item that can be used to identify you and the direction you are going. ● Wreck the car by jamming a button or any other small object in the ignition switch. The car will not be able to be started. ● Reach down in front of the driver’s seat and yank out as many wires as possible. ● When stopped, push on the accelerator and bump into the car in front of you. ● If you are in the trunk, disable the brake/tail lights by pulling out the wires.

When In A Public Place

- Set up a meeting place if you get separated from your parents. ● Go to the information booth and ask them to “page” your parents. ● Don’t go with anyone, even if they are wearing a uniform, to a spot that is secluded and away from people. Tricky strangers are known for dressing up as policemen or security guards, and then asking inappropriate things. A real policeman or security officer does not try to lure a child to a private place. ● A safe adult could be a mother with a child or a store employee.

Walking Home From School

- Stay in public view. Do not wander off to look for your parents. Walk home with a friend.
- Go straight home, unless you have told your parents otherwise.
- Never accept a ride from a stranger or a person your parents do not know.
- Do not walk in secluded areas such as behind shopping plazas, wooded areas or fields. Don't take shortcuts. Walk home the same way every day so your parents know where you are.
- If you have a problem, go to a trusted adult.
- Know where there are safe places to go before you need them.
- Use your intuition. If it feels wrong it probably is.

Don't Set Yourself Up

Don't put yourself in situations where you could potentially be hurt or put into a vulnerable situation such as sitting on a leader's lap, sleeping beside an adult in a tent, being alone in a car with an adult you don't really know, staying over for a sleepover where you do not have your own space or where you do not know the family well.

The Zone

Children should be taught that no one has the right to touch their body without permission. It is their "zone." Children should also be taught the proper names for their penis and vagina. I remember working with a seven-year-old boy who kept on talking about someone touching his "doe doe." I had no idea what he was talking about. It came out later that someone in his family was touching him inappropriately. Real names are important to ensure clear communication.

Good Touch/Bad Touch

Spend time talking about good touches and bad touches. For example, a pat on the back from your coach for a good play is a good touch. However, a pat on the bum is a bad touch. A quick hug from your Sunday school teacher is a good touch, a lingering hug is bad. Any unwanted touch is bad. A basic rule of thumb is that any touch is considered a bad touch if it is unwanted.

Stand Up For What You Believe In

Children should be taught to stand up for what they believe in. The child should know that they have their parent's unconditional support if they stand up for themselves and tell an adult "no" because they are standing up for their beliefs. This will help your child to not become a victim. Many bad strangers use their authority to victimize a child. Remind your child to be respectful but assertive.

No Secrets

There should be an understanding that no adult is allowed to force a child to keep a secret. Bad strangers often tell children that if they tell they will get in trouble or that something bad will happen. Adults don't need children to keep secrets!

Be Honest

Remind your child to be honest. Remember the dangers of having an angry child making up a story about an adult that is not true. There have been times when an angry child has made a false accusation. If your child knows that telling you the truth is extremely important and that you will not react irrationally, then even if something bad happens they will feel comfortable telling you. They will also realize the importance of not making up stories.

LIFE'S CHALLENGES

We often find ourselves faced with many challenges that require our energy to overcome. Some of us have problems with our schoolwork. When I was in grade 7, I remember being told that I was a terrible reader. "Scott," my teacher said, "you are reading at a grade four level. What are you going to do about it?" My choices were either to get some extra help, so I could improve my reading or just let it slide. I needed to motivate myself. I decided to get extra help and prove to myself and others that I was capable of improving my reading ability. After 6 months of help, I was reading at a grade 9 level. With the right attitude you can overcome a lot. There are other challenges that come into our lives that are sudden and have a direct impact on us. Some of us face divorce, death and/or disease. We need to take these monsters and do whatever it takes to beat them. We either beat them or become controlled by them. I had the pleasure of meeting a young teen by the name of Andrew. He was afflicted with a disease called Alopecia, which made all his hair fall out. He was totally bald. At first he was angry at the world. He did not understand what he did that was so wrong to deserve such a problem. Of course, Andrew didn't do anything wrong. Unfortunately, sometimes bad things happen to good people. Andrew came to a point in his life where he had to make a decision

This monster was creating many problems for him. Andrew decided to use his anger as a form of energy. He began to inspire people. He came into a Kids 4 Kids program and shared his experience and told the kids why people tease and how to handle difficult situations in positive ways. Andrew made the choice to use his situation to help himself, and in turn to help others.

When we are faced with difficult situations, it is important that we have the right attitude. We need to look at challenges as opportunities to learn and grow and to become better leaders. We can share our experiences with people who may be going through similar challenges. A young man named Steve told me about when his dad died. He ended up sharing his experiences with the other members in the Kids 4 Kids program he was attending. His experiences enabled him to provide some valuable information to other kids who may have similar difficulties.

Many of us fail because we don't try. Remember that strength can come from difficult situations. Walk through the fire so that you can emerge stronger, with experience and knowledge you did not have before. You may fail many times, but remember that failure may be an opportunity to learn, grow and develop as a leader.

The man who moves a mountain starts by carrying away small stones.

MOTIVATION

Motivation is the desire behind actions taken. To be motivated means to have a strong desire to succeed and accomplish. We can motivate ourselves to pursue our dreams. We can motivate ourselves to accomplish the impossible. But how do we get ourselves motivated and sustain our dreams? First, we need to define what motivation is. Second, we must be aware of what the de-motivators are in our lives, and third, we need to develop an action plan which will resist de-motivators and encourage motivation so we can transform our words into actions.

Why do motivated people become de-motivated? • Self-esteem issues • A negative attitude toward self • A negative attitude toward challenges and life's obstacles Life's challenges, hardships, and obstacles are opportunities that can mould our attitudes and strengthen our motivations. If a leader is told something is impossible, the leader will fight the odds to prove that everything has the potential to be used for good and that nothing is impossible. Motivation requires us to set realistic goals that are achievable and manageable in our lives. Trying to reach goals that are obviously beyond our abilities sets us up for failure which in turn becomes a de-motivator in other tasks and goals. We need to set goals in small increments so we can succeed.

As we succeed with each new goal, our experience and learning help us succeed in the next goal or challenge we set for ourselves. Success becomes a motivator to pursue more challenges.

Developing your skills as a leader is a lifelong journey. Use the content of this book as a guide for that journey. Never stop striving for the best and use your life to help yourself and others along this most rewarding road. The difference between a successful person and others is not a lack of strength, not a lack of knowledge, but rather a lack of will.

SUMMARY

I hope you have enjoyed the information included in this book. It is information that has been collected over the years from the Kids 4 Kids Leadership Programs and summer camps. My goal is to connect with children and motivate them to pursue their personal best, celebrate their differences, and help as many people as they can along the way. I hope you use the strategies to help the children you meet on your journey. I will continue to learn and grow as a leader, and as I do, will add additional content to this book. I promise you that if you pursue leadership,

“If you can imagine it, you can achieve it; if you can dream it, you can become it.” -

William Arthur Ward



Author Scott Graham



Scott Graham holds a degree in Social Development and Social Work from the University of Waterloo. He is also a bestselling author of eight books, founder of the Kids 4 Kids Leadership Program and award winning speaker.

Scott Graham speaks across Canada and Scotland on the importance of leadership and on effective ways of dealing with bullying. Scott has created leadership conferences that have served 3200 students and offered leadership programs and camp. Over 30,000 children have attend the leadership programs and summer camps.

Scott Graham has been featured on BBC radio, CFRB Radio, the CBC, City Television and in the Toronto Star and Canadian Health Journal.

Scott Graham is Canada's most influential kid-influencer.

WEBSITES:

<http://www.scottgrahamspeaker.com>

<http://www.kids4kids.ca>

<http://www.campkahuna.com>