



HONORING OUR ANCESTORS

Traditional values guided the behavior of leaders. Leaders inspired their people and ensured their survival. One quality of Native leadership is to show appreciation and respect for those that came before us.

- * Spirituality was the center of Native life and all leaders were spiritual.
- * Leaders were generous, kind, and honored all living things.
- * Elders nurtured leaders of future generations.
- * Native leaders were humble and served the community.
- * Leaders were chosen by the people based on their contributions and accomplishments.
- * Different leaders emerged for different reasons, depending on the purpose, task, and situation, on the skills and abilities needed, and for different periods of time - sometimes for a lifetime.
- * The community could simply choose not to recognize leaders or follow him or her anymore.
- * The community could stop acknowledging a leader by simply choosing to not follow him or her.
- * Native leaders led by example rather than by authority or command.
- * Native leaders took their time when making a decision. When they gave their word on a decision it was final.
- * When tribal leaders discussed a matter, they sought agreement and understanding. This process is called consensus.
- * When resolving conflict, Native leaders focused on making peace.



Traditional Native Values and Non-Traditional Values

Circle the value that you feel best fits you. Add others that you feel are missing. Be prepared to discuss your choices with a partner or in the large group.

Traditional Native Values	Non-Traditional Values
Group Sharing Present-time oriented Time non-awareness Harmony with nature Giving Spiritualistic Patience Appreciates/ Honors silence Respect of other religions Age/Wisdom Cooperation Listen Humility Spiritual	Self Winning Future oriented Time awareness Conquest of nature Taking Materialistic Aggression Avoids Silence Converting/Proselytizing Youth/Beauty Competition Speak Ego Religious

1. Which of the values in either column do you feel fit you best?
2. Do Native people live by these values today? Why?
3. Can values be right and wrong? Why?
4. What examples can you give of some of the values from both columns?
5. What would Native families and communities be like if they lived by the list of traditional Native values? What would they be like if they lived only by the list of non-traditional values?
6. Which values do tribal leaders embody?



ADULT LEADERSHIP

Being a Positive Parent
Confidence Building
Positive Role Model
Traditional Values
Government to Government
Integrity, Compassion, Caring
Nonjudgemental
Positive, Proactive, Productive
Fantastic Communication Skills
Alcohol & Drug Free
Physical Wellness
Wellness/Healing
Parenting
Leadership
Stepping Up “Finding Your Voice”
Healthy Group Interaction, Developing, Networking, Brainstorming, Putting Into Action
Living by the Warrior Spirit
Giving it Your All, Last Lecturer
Visioning, Planning, & Implementing
Belonging - Identity Feels Included & Important
Honoring, Celebration, Acknowledgment
Lateral Oppression
Communication Skills - Listening
Values, Roll Models Self-Worth
What is the Next Step, Coaching Skills
Optimistic, Positive, Nurturing Teacher
Rites of Passage of Adults
Conflict Resolution
Traditional Peace Making
Historical Trauma, Healing from Grief
Generosity Through Mentorship



LEADERSHIP COMPETENCIES

- ◆ **Dealing with Ambiguity:** Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; doesn't have to finish things before moving on; can comfortably handle risk and uncertainty.
- ◆ **Interpersonal Savvy:** Relates well to all kinds of people, up, down, and sideways, inside and outside the organization; builds appropriate rapport; listens; builds constructive and effective relationships; uses diplomacy and tact; truly values people; can diffuse even high-tension situations comfortably.
- ◆ **Learning on the Fly:** Learns quickly when facing new problems; a relentless and versatile learner; open to change; analyzes both successes and failures for clues to improvement; experiments and will try anything to find solutions; enjoys the challenge of unfamiliar tasks; quickly grasps the essence and the underlying structure.
- ◆ **Peer Relationships:** Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve problems with peers with a minimum of noise; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaborations; can deliver bad news effectively to peers.
- ◆ **Self Development:** Knows strengths and how to deploy them; knows weaknesses and works to neutralize some and work on others; knows personal limits and works to compensate for them; understands that different situations and levels may call for different skills and approaches; is personally committed to and actively works to continuously improve him/herself.
- ◆ **Self Knowledge:** Knows personal strengths, weaknesses, opportunities, and limits; seeks feedback; gains insights from mistakes; is open to criticism; isn't defensive; is receptive to talking about shortcomings; looks forward to balanced (pluses and minuses) performance reviews and career discussions.
- ◆ **Understanding Others:** Listens carefully to understand various points of view, whether or not he/she agrees; suspends judgment until others have had their say; can clearly state opposing views to others even if he/she doesn't accept them; accepts diversity in others; can predict what others will say or do across different situations.



Community Empowerment



Community empowerment means community members having vision, resources, knowledge and skills to initiate and implement healthy change in community. Community empowerment also builds strength and capacity in individuals.

Community empowerment includes:

- ✦ Collective & collaborative problem solving
- ✦ Focusing on needs/problems as identified by the community – not service providers
- ✦ Solutions developed to fit the situation
- ✦ Nurturing grassroots involvement and local leadership
- ✦ A positive, proactive “can do” attitude

Community members such as parents, peers, teachers, school administrators, law enforcement, preachers, and students can all shape the immediate social environment in which we live by supporting and promoting norms, attitudes and behaviors that decrease the likelihood of risk-taking behavior.

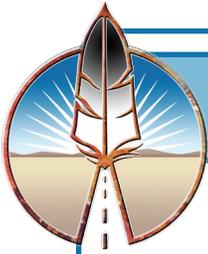
In order to establish a well circle, community members must:

- ✦ Identify the community within which efforts will be concentrated
- ✦ Develop a network of potential supporters
- ✦ Create an advisory and work group of interested community parties
- ✦ Involve the groups in the empowerment planning process
- ✦ Develop a community wellness vision and plan
- ✦ Implement the plan
- ✦ Evaluate the plan progress

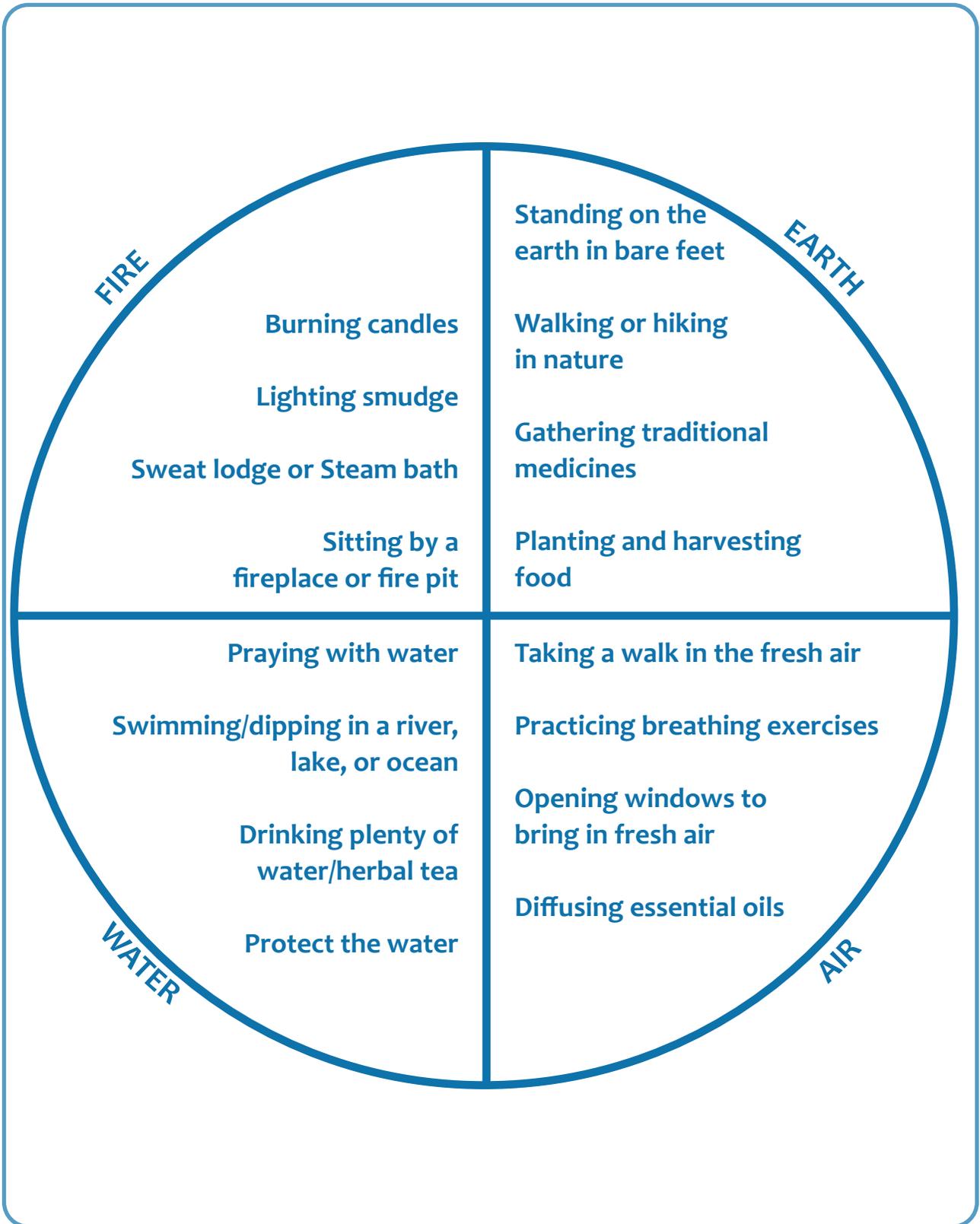


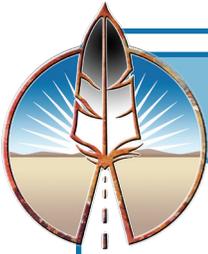
CONNECTING WITH YOUR COMMUNITY

1. Explain stuff in their own cultural language
2. Have realistic expectations/goals – change is difficult
3. Know community’s history, strengths and weaknesses
4. Work with the local stakeholders, get endorsements
5. Understand the psycho/social development process of individuals and communities (stuff, issues, trauma, needs, and growth)
6. Pro-active listening, not talking
7. Embrace small steps and victories
8. Have appropriate databases and systems to measure program outcomes
9. Assist the community, don’t lead – teach the community – don’t preach, don’t tell – empower the community, don’t enable – don’t walk in front – walk beside.
10. Be positive an proactive
11. Know that people process and grasp new knowledge and skills in different ways and time frames
12. Share yourself – disclosure
13. Ask for input – “check” the effectiveness of program/project and yourself
14. Help them see the connection between proactive behavior change and enhanced lifestyle
15. Don’t use a “cookie cutter” approach to problem solving
16. Affirm effort, praise results
17. Be a student sometimes – remove your teacher hat
18. Reach the local leadership – people need to be inspired and look to leaders.
19. Participate in your community
20. Be a role model – emulate change.



SELF CARE AND HEALING THROUGH THE ELEMENTS





A PATH OF COMMUNITY WELLNESS AND CHANGE

VISION

“Seeing” through new eyes
Generational grounding
Healthy leaders
Choosing new behaviors and community norms

COMMUNITY EMPOWERMENT

Collective and collaborative problem solving
Responsibility lies with community not with agencies/professionals
Community is the EXPERT

COMPREHENSIVE CHANGE APPROACH

Includes agencies, groups and people into circle
Plan, making it work in small steps

STRESS/TAKING CARE OF YOURSELF

Recruitment of volunteers
Burnout prevention
Development of mentors/leaders
Revisiting vision

SPIRITUAL BALANCE

Connectedness
Respect
Equality
Healing