



## **Social Change Model (SCM) Values**

Personal Leadership Activity

## Overview

This activity will help ambassadors recognize both their highest value in relation to the Social Change Model (SCM). This online assessment was developed by HOBY to help ambassadors better understand how to connect the SCM to their lives.

## Source

Established in 1994 by Kristan C. Skendall, Daniel T. Ostick, Susan R. Komives, and Wendy Wagner and Associates, the Social Change Model (SCM) of Leadership Development approaches leadership as a purposeful, collaborative, values-based process that results in positive social change. All materials distributed in relation to this activity must credit the original source.

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### Part 1: Introduction

You are about to complete a questionnaire that has 14 statements about leadership. This will help identify which of the 7 C's of the Social Change Model (SCM) you most commonly leverage as a leader. The 7 C's are:

Collaboration

Congruence

Common purpose

Commitment

Controversy with civility

Citizenship

Consciousness of self

### Part 2: Complete Questionnaire

For each question, you will have to choose which statement is most true, most of the time. There is no right or wrong answer, and it is not a test. When deciding, you should select statements that are reflective of your actual beliefs and actions, not what you want to be or think you should be doing.

After completing the questionnaire, the results will appear on their screens. Write the results down or take a photo/screenshot of their result so you don't forget! Use the link below to access the questionnaire:

[https://script.google.com/macros/s/AKfycbz\\_3mfSGZi-QHysGXiZ0EqGnZ5Veg7W\\_DImfa0r\\_4NmjhxYxSc/exec](https://script.google.com/macros/s/AKfycbz_3mfSGZi-QHysGXiZ0EqGnZ5Veg7W_DImfa0r_4NmjhxYxSc/exec)

## Part 4: Questions for Discussion

- Which SCM value was highest for you?
- How do you typically demonstrate that value? What does that value mean to you?
- Why is it important to recognize and understand your top value and others' values?
- In what ways did you demonstrate your highest SCM value during the community service planning activity?
- Out of all the values, what would you like for others to see most in you?
- How can you apply the knowledge of your values, strengths, and passions to develop yourself as a leader?
- How will you use this knowledge to set goals for the future?

# The Social Change Model (SCM) at HOBY



Source: Komives, S., Wagner, W., & Associates. (2009). *Leadership for a better world*. Jossey-Bass.

# Values Descriptions

## Consciousness of Self

Description	Values
<p>You clearly know your values, strengths, and needed areas of growth. Your self-knowledge helps you manage your emotions, with an awareness of what “triggers” you and causes you stress, allowing you to better operate in any situation, especially in demanding leadership challenges. When taking on new responsibilities, you are able to articulate what role is best for you and how you can serve the team.</p>	<ul style="list-style-type: none"> <li>• It is important to me that I know what motivates me.</li> <li>• I have a responsibility to understand my own beliefs, values, and attitudes.</li> <li>• I can make the most impact when I’m able to self-reflect on a situation or problem.</li> <li>• I know myself well.</li> <li>• When starting on a new team, I first explain my priorities and what I am comfortable doing.</li> <li>• In a challenging situation I am aware of what “triggers” me and causes me stress.</li> <li>• When joining an organization I look for opportunities that match my passions.</li> <li>• I have a willingness to reflect and contemplate.</li> </ul>

### How to Practice this Value

- Ask a friend or family member to give you honest feedback about your values and actions. Reflect on that feedback without becoming defensive and ask clarifying questions.
- Write daily in a journal reflecting on what you learned about yourself that day.
- Take reliable personality assessments such as StrengthsQuest, Keirsey Temperament Sorter, DiSC, and Myers-Briggs Type Indicator (MBTI).

## Congruence

Description	Values
<p>You always “walk the talk.” You live your values and lead by example. You are seen as a reliable role model to others, not just to peers but adults as well, and you are not afraid to stand up for what you believe in.</p>	<ul style="list-style-type: none"> <li>• It is important to me that I act on my beliefs.</li> <li>• I value honesty and being true to myself.</li> <li>• I would describe myself as authentic: my actions and my words match what I believe in.</li> <li>• I frequently find myself acting on my beliefs.</li> <li>• I know my actions reflect my beliefs.</li> <li>• When starting on a new team, I first share my thoughts and feelings about the project or goal.</li> <li>• When working on a team project, I take a stand when I believe in something.</li> <li>• When joining an organization I look for mentoring opportunities.</li> </ul>

### How to Practice this Value

- Create a list of what is most important to you in life: your values, beliefs, and other facets. Reflect on how you spend your time daily and whether what you consider a priority matches these values.

- Ask a friend or family member what they believe you value based on your actions and behaviors. Identify three practices or actions that you can do to make their view consistent with your own.

## Commitment

Description	Values
<p>You are typically engaged in only a few organizations, activities, and causes, but your level of devotion is significant and long-lasting. You are seen as dedicated and reliable and you consistently follow-through on your promises. You persevere through challenges and long tasks and provide lasting impact to organizations and groups.</p>	<ul style="list-style-type: none"> <li>• It is important to me that I have something to focus my energy and efforts on.</li> <li>• I value dedication and following through on my commitments.</li> <li>• I work best with others when all members are dedicated to the effort.</li> <li>• I can make the most impact when I'm working on something I believe in.</li> <li>• I know I can be counted on to do my part.</li> <li>• When starting on a new team, I first focus my attention on the immediate tasks at hand.</li> <li>• In a challenging situation I am energized when I'm working on something I believe in.</li> <li>• When working on a team project I am accountable for the tasks I agree to and see them through.</li> </ul>

### How to Practice this Value

- Examine how you spend your time and consider your involvement in organizations and teams. Reflect on whether you are deeply committed to these activities and organizations. Ask yourself why or why not and cut out anything you are not truly committed to.
- Attend a time management workshop, read a time management book, or find helpful time management advice on the internet.
- Identify your passions in life. Ask friends and family to help you think about what motivates you and what passions guide your life. Identify ways to spend more time and energy on those passions.

## Collaboration

Description	Values
<p>You believe that “many of us” is always better than “some of us.” You actively work to create an environment that engages as many individuals as possible, knowing that completing a project solo might be sometimes easier, but the end results are typically improved when more voices are involved. You find ways to engage others throughout an organization, supporting consensus decision making when possible.</p>	<ul style="list-style-type: none"> <li>• It is important to me that I can work with others on a task that makes a difference.</li> <li>• I value trust and being seen as someone who works well with others.</li> <li>• I work best with others when I can share tasks with multiple people.</li> <li>• I believe that better outcomes result when many people work together.</li> <li>• I would describe myself as a team player: leveraging team members' unique talents and perspectives.</li> <li>• I frequently find myself sharing responsibility, authority, and accountability.</li> <li>• In a challenging situation I believe diversity of thought is the best way to generate creative solutions and actions.</li> </ul>

- I have a willingness to work in groups.

### How to Practice this Value

- Consider a project, cause, or activity on which you are working. Create a list of stakeholders and collaborators who are affected by and engaged in the project. Initiate a conversation with those individuals to determine how they feel about the project, actively listen to their feedback, and incorporate it into your organization or cause.
- Consult with a mentor, friend, or expert when faced with a challenging situation; follow their suggestions and advice.

## Common Purpose

Description	Values
<p>You focus your efforts on enlisting others to share a mutual, united vision and connecting individuals' goals to the greater good of the organization or team. You see exciting possibilities when you talk with others about shared dreams and demonstrate conviction about the higher purpose of what you are trying to accomplish. You frequently "check-in" with others to make sure that they are staying on track and are still aligned with the larger vision.</p>	<ul style="list-style-type: none"> <li>• I value unity and participating in a shared vision.</li> <li>• I work best with others when all members of the group share in the vision.</li> <li>• I believe it is important to develop a common direction in a group to be successful.</li> <li>• I have a responsibility to know other team members' priorities and goals.</li> <li>• I would describe myself as cooperative: supporting what the group is trying to accomplish.</li> <li>• I can make the most impact when I know the collective values of the group.</li> <li>• When joining an organization I look for common values.</li> <li>• I have a willingness to share a common goal.</li> </ul>

### How to Practice this Value

- Post your organization or team's mission and vision in a visible, shared location. Use it as a reminder for the purpose of the group.
- Next time you are in a meeting for an organization or team, write down the purpose of the meeting on a whiteboard or other large space where everyone can see. Throughout the meeting, refer back to that purpose to make sure conversations and actions match your goals.

## Controversy with Civility

Description	Values
<p>You believe disagreements and controversy aren't inherently negative, but provide opportunities for individual growth, learning, and reflection. You think diverse opinions play</p>	<ul style="list-style-type: none"> <li>• I work best with others when everyone can share their opinions without judgement or retaliation.</li> <li>• I believe conflict and confrontation can often lead to new, creative solutions to problems.</li> <li>• I have a responsibility to listen to others' viewpoints and opinions.</li> </ul>

a significant role in moving a group forward, advancing the “status quo,” and helping to avoid groupthink. You foster a safe environment built on respect and trust that allows all voices to be heard.

- I would describe myself as respectful: embracing the views and actions of others.
- I frequently find myself creating a safe space where others are comfortable sharing their ideas.
- When starting on a new team, I first make sure that everyone’s thoughts and ideas are shared.
- When working on a team project, I recognize that differences in viewpoint are inevitable, and that such differences must be aired openly but with civility.
- I have a willingness to hear differences of opinions.

### How to Practice this Value

- Start a dialog with a friend or family member who has a differing opinion than yours. First, only listen to that individual’s opinions and beliefs without responding to or providing your own differing beliefs. Once you’re able to actively listen without thinking about your own rebuttal to their statements, try creating a dialog where you share your own thoughts without trying to “counter” or “beat” the other person’s thoughts.
- While planning your organization’s next event, ask others to share differing thoughts and ideas about the plan and encourage and support dialog about those differences.

## Citizenship

Description	Values
<p>You see yourself as part of something larger and believe in social responsibility not just for your local community, but the larger global community. You demonstrate stewardship and an awareness for local, national, and global issues through your actions and commitment to social change efforts. You engage others in your organization in critical conversations around the impact your actions and decisions have at multiple levels.</p>	<ul style="list-style-type: none"> <li>• Talk to friends and family about causes that they are passionate about. Identify ways that you can get involved with those causes to make a positive impact in your community.</li> <li>• Watch social entrepreneurship and other socially responsible documentaries and videos to raise your awareness of global issues.</li> </ul>

### How to Practice this Value

- I believe it is important to be connected to the community to make a difference.
- I have a responsibility to acknowledge how my actions affect others.
- I can make the most impact when I participate in activities that contribute to the common good.
- I frequently find myself volunteering my time to community service projects.
- I know I am part of something larger.
- In a challenging situation the greater good rises above my own individual needs and desires.
- When working on a team project, I incorporate a sense of concern for the rights and welfare of all those who might be affected by my group’s efforts.
- When joining an organization I look for active participation in the community.