



# Social/Emotional and Character Development (SECD) Matrix:

Connecting values to social skills to build emotionally strong,  
character rich individuals and communities

**Step 1:** Individually or with a group, identify the character values/traits that define how you and/or your community want to live.

Respect • Self Discipline • Sensitivity • Kindness • Safety • Perseverance • Empathy • Fairness • Humility • Courage • Integrity •  
Responsibility • Cooperation • Self-Control • Flexibility • Caring • Honesty • Confidence • Tolerance • Loyalty • Other...

**Step 2:** Pinpoint which social, emotional and life competencies listed below make this happen.

## SELF AWARENESS

### Perform a realistic self-assessment to recognize and understand:

Personal values • Strengths & limits • Triggers & how you respond to them • Sources of stress & how you respond • Fears & how you work to overcome them • How you assert yourself & stand by your convictions • Where your feelings come from • How your feelings affect others • How thoughts and feelings affect judgment & behavior • Emotions & their effect on self & others • The impact of your behavior on self & others

## SOCIAL AWARENESS

### Be Sensitive to Social Cues

Be emotionally aware of yourself & others • Be aware of social norms • Consider ethical, safety & cultural factors • Analyze situations • Be aware of how your actions or inactions could affect others

### Reflect on Service to Others

Consider how you can contribute to the community • Recognize the strengths & weaknesses of others • Consider how you can support others & their ideas

## RELATIONSHIP SKILLS

### Build a foundation of positive relationships

Motivate others to succeed & maximize their potential • Be aware of individual needs • Actively listen to others

### Demonstrate Inspirational Leadership

Lead by example • Have a vision • Execute energy & influence • Leverage diversity • Go above & beyond expectations

### Be a Change Catalyst

Recognize the need for change • Identify & define change • Challenge the status quo

### Manage Conflict

Defuse situations & repair feelings • Understand all viewpoints • Agree to disagree where appropriate • Negotiate & resolve disagreements

### Promote Teamwork & Collaboration

Honor all points of view • Identify ways to work with others

## ETHICAL DECISION MAKING

### Demonstrate responsible & effective judgment

Show a willingness & readiness to take action • Identify and manage emotions so that they don't interfere • Identify & use resources effectively • Respond to & benefit from feedback • Provide support to others • Express care & concern

### Consider the impact of all possible outcomes

The needs & perspectives of others • The community's well-being • Ethical, safety & societal factors • The pros & cons before acting • Doing what we feel is right

## SELF MANAGEMENT

### Maximize Performance

Understand what you want achieve • Set short & long term goals, adjust when necessary • Organize, focus & follow through w/tasks • Exercise time management • Develop & exercise persistence • Lead with your skills & strengths • Learn & practice behaviors that address areas for self improvement • Ask for support when needed • Invite ideas & feedback

### Practice Emotional Self-Control

Resist pressure to act unhealthily or antisocially • Develop & exercise patience • Use effective self calming strategies • Check ego at the door • Control impulses • Be true to self • Exercise assertiveness

### Be Optimistic

Self motivate • Exercise self confidence • Celebrate successes

**Step 3:** Take steps to **celebrate** what is being done well then create a plan to practice & perfect competencies. As these steps are taken, the community as a whole succeeds and individuals develop to positively **teach empower AND model** every day

For more information visit: [www.charmmdfoundation.org/SA\\_Home](http://www.charmmdfoundation.org/SA_Home)