



*GROW
THE GOOD
IN BUSINESS™*

Growing the Good Together:
ND Leaders are Tender - Strong - True

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**Launching the next Chapter
in your Leadership Journey**

**Becoming a Tender-Strong-True Leader
that Grows the Good
in Ourselves and Others**

A Notre Dame Way of Understanding Values in Action

Values:

What matters most?

Who matters most?



**What are you
fighting for?**

**Who are you
fighting for?**

leaders
are
designers

they design ideal conditions
environments and experiences

where individuals create value
for others and themselves
[grow the good in themselves,
grow together for each other]

Self-Insight and Mindset

Growth

- Believe that people can develop regardless of ability, is just takes continuous “application and experience”
- Tend to be more PROCESS oriented
- View setbacks or mistakes as a chance to grow and develop
- Open to accurate feedback on their ability – see it as a baseline to grow from
- Focused on learning from others who have the ability (mentor/collaborate)

Fixed

- Ability and intelligence are fixed assets from birth – you have the ability or you don’t
- Tend to be more OUTCOME oriented
- Experience setbacks or mistakes deeply (self-deprecation or blaming others)
- Tend to be more biased about their abilities seeing them as greater or worse than they actually are (causes a distorted view of self)
- Focused on looking smart or trying to outperform others (compete)

Source: Dweck, Carol. (2006). *Mindset: The New Psychology of Success*. New York, NY: Ballantine Books.

What is a Growth Mindset?

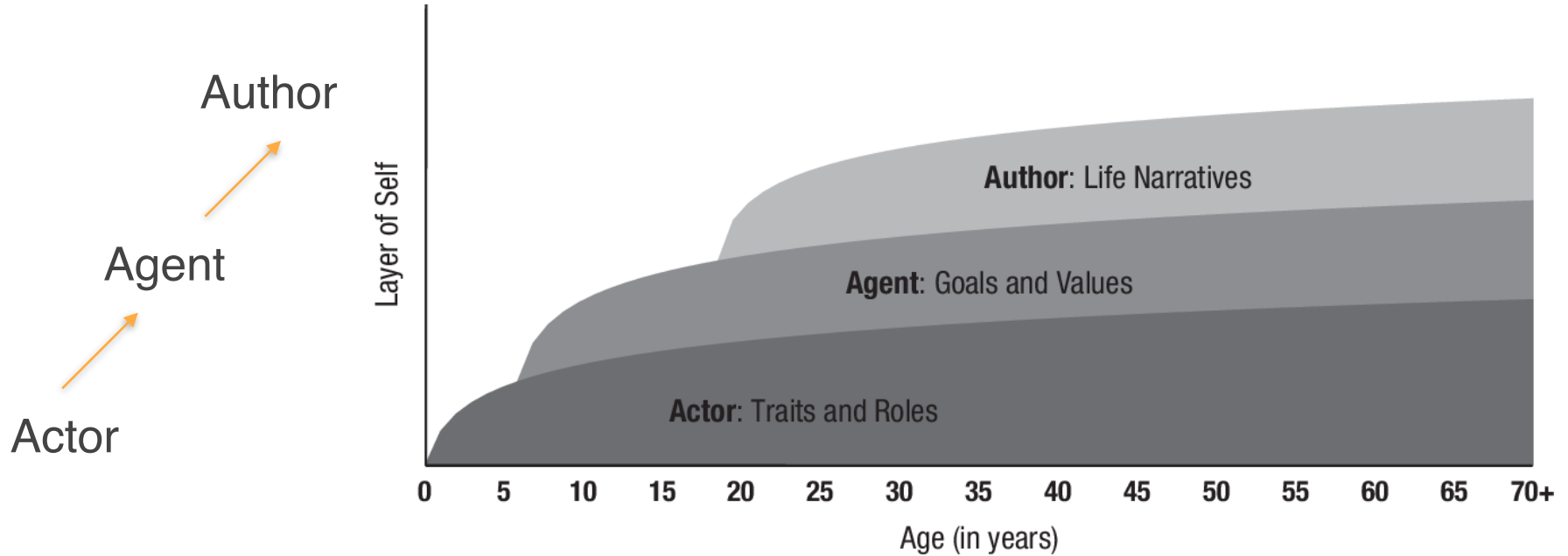
There's another mindset in which these traits are not simply a hand you're dealt and have to live with, always trying to convince yourself and others that you have a royal flush when you're secretly worried it's a pair of tens.

In this mindset, **the hand you're dealt is just the starting point for development.**

This growth mindset is based on **the belief that your basic qualities are things you can cultivate through your efforts.**

Although people may differ in every which way -
- in their initial talents and aptitudes, interests, or temperaments -
everyone can change and grow through application and experience.

Growing as a Person: 3 Layers of Self in Personality Development & Narrative Identity



McAdams, D.P. (2013). The Psychological Self as Actor, Agent, and Author. *Perspectives on Psychological Science*, 8, 272 - 295.

The Notre Dame Leader

Tender – Strong – True

“How we **educate** the mind will change with the times;
how we **cultivate** the heart is and will remain timeless.”

- Bl. Basil Moreau, Christian Education





The Alma Mater



*Notre Dame, our mother,
tender, strong and true,
proudly in the heavens
gleams thy gold and blue.
Glory's mantle cloaks thee,
golden is thy fame,
and our hearts forever
praise thee, Notre Dame;
and our hearts forever
love thee Notre Dame.*

TENDER – Strong – True

A **TENDER** Notre Dame Leader shows . . .

Empathy – seeks to deeply understand others

Appreciation – appreciating the strengths of others

Humility – recognizes their own value as well as others

Encouragement – sees the potential in others and encourages growth

Care – shows concerns for the well-being of others

Patience – knows that growth and progress take time

- Think about a time when someone acted as a **tender leader** or support for you. How did they show empathy, appreciation, care and understanding?
- How might you show **empathy** and **appreciation** in support of your classmates?

Tender – **STRONG** - True

A **STRONG** Notre Dame Leader shows . . .

Courage – willing to speak up as an ALLY on behalf of others or when something is not right

Support – recognizes when others are in need and seeks to lift them up or advocate on their behalf

Dedication – commits themselves to others and the efforts related to a task

Empowerment – trusts and believes in others, and offers feedback constructively and empathically

Resilient – resolved to take on challenges, learn from failure, and grow stronger for self and others

Commitment to excellence – sets high standards, seeks to develop competence, offers their best and strongest self in all that they do

- Think about a time when someone was a **strong leader** for you. How did they support and elevate you?
- How might you bring your **strongest self to elevate excellence and support** your classmates?

Tender – Strong – TRUE

A **TRUE** Notre Dame Leader shows . . .

Authenticity – true to their own spirit and character in their actions

Trustworthiness – keeps their commitments and safeguards the truth

Self-awareness – recognizes and reflects on their own strengths and weaknesses

Wisdom – practices sound judgment and focuses on the highest goods

Curiosity and Openness– seeks to learn from others and new experiences

Honesty – speaks and acts with truth and integrity

- Think about a time when someone was a **true leader** for you. How did they build trust and foster authenticity and purpose?
- How might you bring your **true** self to the Mendoza community, with authenticity and curiosity of your classmates?

Notre Dame Victory March

*Cheer, cheer for old Notre Dame,
Wake up the echoes cheering her name,
Send a volley cheer on high,
Shake down the thunder from the sky.
What though the odds be great or small
Old Notre Dame will win over all,
While her loyal sons and daughters
March on to victory.*



“Wake up the Echoes - Shake down the Thunder”

What echoes from your past
awaken your soul, your purpose?

Awaken the echoes of the voices that
lifted you up and strengthened you to arrive
at ND and beyond.

How will you shake down the thunder of their voice -
- deepen and extend the echoes -
to elevate others
as a Tender-Strong-True Leader?

Becoming trustworthy: Competence + Character

3 core components

one part
Competence

Ability

“the knowledge and skills needed to do a specific job along with the interpersonal skills and general wisdom needed to succeed in an organization”

STRONG

Integrity

“the extent to which a trustee is believed to adhere to sound moral and ethical principles, with synonyms including fairness, justice, consistency, and promise fulfillment.”

TRUE

two parts
Character

Benevolence

“the extent to which a trustee is believed to want to do good for the trustor, apart from any profit motives, with synonyms including loyalty, openness, caring, or supportiveness”

TENDER

The Notre Dame Leader

Tender — Strong — True

People — Performance — Purpose

**Create a
visible ritual
of who and what you
are fighting for.**



The Notre Dame Leader

Tender — Strong — True

People — Performance — Purpose