

## A Letter from Sean Covey - October 2013 — Bully Prevention

Greetings. Bullying in schools is a hot topic and almost daily there is a new program to address it. Each time, I can't help think that *The Leader in Me* is the better solution. While *The Leader in Me* is a schoolwide process focused on leadership, it meets and exceeds the current thinking for bully- prevention initiatives. See if you agree.

### **The culture should be one where everyone is respected and feels valued.**

In a *Leader in Me* school, unique strengths and talents are valued, so picking on someone who is different is no longer "cool." Confidence and acceptance grows. Communication improves through the common language. Parents see the school as doing something positive. The result is a culture where everyone is a contributor to the well-being of the entire school family.

### **Social skills such as anticipating consequences of choices, making informed decisions, respecting differences, communicating effectively, and resolving conflicts should be taught.**

Bullies tend to not accept responsibility for their actions but instead blame others.

- Habit 1: Be Proactive teaches initiative, personal responsibility, and controlling emotions.
- Habit 2: Begin With the End in Mind teaches visualizing the future, planning, setting goals, doing things that have meaning, and making a difference.
- Habit 3: Put First Things First teaches prioritizing goals and saying no to things you shouldn't do because they don't align with your goals.

Bullies have a need to win or be the best at everything.

- Habit 4: Think Win-Win teaches that everyone can win; there is enough success for all.
- Habit 5: Seek First to Understand, Then to Be Understood teaches the importance of listening to others' ideas and feelings and understanding and accepting different points of view.
- Habit 6: Synergize teaches the importance of working together to achieve more and celebrating and learning from others'.

Bullies have a strong need for power and (negative) dominance.

- Habit 7: Sharpen the Saw teaches the importance of finding balance which impacts self-confidence.
- Habit 8: Find Your Voice and Inspire Others to Find Theirs teaches that everyone has the ability to contribute in a positive way.

### **The initiative should not have an "end" date but continue from year to year.**

*The Leader in Me* is a continuous-improvement process that builds and strengthens each year through training, practice, networking, and mentoring.

**Administrative support is necessary.**

In a *Leader in Me* school, the principal is a key driver and his or her support is essential. The principal is a member of the Lighthouse Team and helps oversee the entire process.

**Stakeholder involvement is critical and should include students, staff, parents, and the community.**

All stakeholders in a *Leader in Me* school are contributing leaders. Staff training is mandatory while parent and community-training is highly recommended.

*The Leader in Me* separates itself by giving the children and adults opportunities to feel good about who they are, to positively interact with others, and to take ownership of their life. This influence will impact our future. Our future looks very bright.

All my best,

Sean Covey  
Education Practice Leader  
FranklinCovey | Education