
**Let's take a
moment for
integrity.**

HOLSTEE
GUIDE



Integrity may not be a word that comes to mind often, but it's central to something most of us strive to do every day: be a good person.

Living with integrity means living authentically and acting in line with our core values and beliefs. While it can be tough at times, living with integrity has a ton of positive social benefits. According to researchers from the Positive Psychology Center at the University of Pennsylvania, leaders who exhibit integrity instill confidence in others, and honesty is a key quality we seek in friends and partners. The inverse is also true — inauthenticity, deceitfulness, and dishonesty are all impediments for relationship building.

One of the most powerful components of integrity is that it often sparks social action. It's a motivating force that encourages us to be the best versions of ourselves. And we think now is the perfect time for more of that. Let's do it! 🙌







ACTIVITY



Identify Core Values

A key component to living our values is to first know what they are! This activity comes from our friends at the Positive Psychology Program in Maastricht, the Netherlands, who created this helpful exercise to help us reflect on our core values and why they're important to us.

First, check off 10 values that are important to you, and feel free to add to this list if something else comes to mind:


- | | | |
|---|--|--|
| <input type="checkbox"/> Acceptance | <input type="checkbox"/> Freedom | <input type="checkbox"/> Order |
| <input type="checkbox"/> Adventure | <input type="checkbox"/> Friendship | <input type="checkbox"/> Passion |
| <input type="checkbox"/> Altruism | <input type="checkbox"/> Fun | <input type="checkbox"/> Peace |
| <input type="checkbox"/> Awareness | <input type="checkbox"/> Grace  | <input type="checkbox"/> Pleasure |
| <input type="checkbox"/> Making a Difference | <input type="checkbox"/> Growth | <input type="checkbox"/> Power |
| <input type="checkbox"/> Challenge | <input type="checkbox"/> Health | <input type="checkbox"/> Relationships |
| <input type="checkbox"/> Change | <input type="checkbox"/> Honesty | <input type="checkbox"/> Religion |
| <input type="checkbox"/> Community | <input type="checkbox"/> Humor | <input type="checkbox"/> Self-Respect |
| <input type="checkbox"/> Compassion | <input type="checkbox"/> Independence | <input type="checkbox"/> Sexuality |
| <input type="checkbox"/> Competition | <input type="checkbox"/> Inner Harmony | <input type="checkbox"/> Spirituality |
| <input type="checkbox"/> Creativity  | <input type="checkbox"/> Knowledge | <input type="checkbox"/> Stability |
| <input type="checkbox"/> Education | <input type="checkbox"/> Leadership | <input type="checkbox"/> Status |
| <input type="checkbox"/> Efficiency | <input type="checkbox"/> Loyalty | <input type="checkbox"/> Success |
| <input type="checkbox"/> Enlightenment | <input type="checkbox"/> Meaningful Work | <input type="checkbox"/> Thrill |
| <input type="checkbox"/> Equality | <input type="checkbox"/> Nature | <input type="checkbox"/> Unity  |
| <input type="checkbox"/> Fairness | <input type="checkbox"/> Openness | <input type="checkbox"/> Wealth |
| <input type="checkbox"/> Family Happiness | <input type="checkbox"/> Originality | <input type="checkbox"/> Wisdom |

From those initial 10, choose five and rank them in order of importance to you.

1. _____
2. _____
3. _____
4. _____
5. _____



Take a moment to reflect and jot down in a journal what each of these values means to you and why it's important.

 **Note:** Our values and the things we care about are shaped by our experiences. We're all (yes, all!) limited in our perspectives, and opening ourselves up to people and ideas that challenge our beliefs is essential and makes us more understanding and empathetic.

The soul is dyed the color of its thoughts. Think only on those things that are in line with your principles and can bear the light of day. The content of your character is your choice. - HERACLITUS





REFLECT



Journal and Discussion Questions

Let these questions be a starting point for reflection about living authentically and with integrity. Try to answer each of these either on your own or in conversation with friends and family!

What shaped your understanding of right and wrong?

What do you know or believe with certainty?

When have you had to stand up for someone or something?

Are there instances in which lying is justified?

What strongly held beliefs did you have in the past that you no longer believe?

Do you believe more in justice or forgiveness?

When have your beliefs and values been challenged?

What do you feel strongly about?



Someone once asked me what I regarded as the three most important requirements for happiness. My answer was: A feeling that you have been honest with yourself and those around you; a feeling that you have done the best you could both in your personal life and in your work; and the ability to love others.

- ELEANOR ROOSEVELT



COMMIT

Integrity Challenge: Practice being aware of how your actions reflect what you believe.

The VIA Institute on Character identifies integrity as a key character strength because it allows us to experience a sense of “authentic wholeness.” But we all let things slide from time to time, maybe to protect someone’s feelings, guard ourselves from criticism, or make getting through life a little easier. These aren’t necessarily harmful lies, but they’re also not entirely harmless – they add a layer of inauthenticity to our daily interactions.

Why do we say we’re fine when we’re actually having a tough day? Why might we make up an excuse to cancel plans with friends instead of just telling them we’re not feeling up for it? What is the underlying feeling or motivation?

This month, try to notice how honest you are, how you might mislead or put up a facade in certain moments, and how genuine you are (or aren’t!) in your interactions.

Integrity means that the life you are living in the outer world is an expression of your inner truth. - ALAN COHEN, AUTHOR AND SPEAKER



RECAP



To help you keep these ideas and reflection questions at the front of your mind this month, here's a short recap:

1 Start with what you know. In order to live with integrity, we have to have a clear sense of our moral convictions.

2 Outward matches inward. Integrity relies on our actions and words reflecting our values. Having good intentions alone is not enough.

3 Check your motivations. When we analyze and question our moments of inauthenticity, we get closer to understanding our deeper fears and anxieties.

4 Ask the hard questions. Living with integrity means confronting our long-held beliefs and opinions. Sometimes that means asking tough questions and allowing ourselves to change.

This kit is inspired by our readings from the Positive Psychology Center at UPenn, the Positive Psychology Program, and the VIA Institute on Character. For further reading and curated resources on this topic, visit holstee.com/integrity.