



## SNAPSHOT

### BACKGROUND

**K-12 School in Chembur, Mumbai.**

**Teachers: 75 plus academic and support staff**

**Date of Study: November 2013**

### KEY CHALLENGE

**To move an already good school to become a great school**

### SOLUTION STRATEGY

**Adopt The Leader in Me/7 Habits philosophy and implement it throughout the entire school community**



## The challenge faced by some Teachers

In the 2<sup>nd</sup> quarter of 2013 we engaged with a school in Mumbai. During the face to face meetings we were told by several teachers who we worked with about their dilemma how they cannot but help being judgmental. The teachers told us that one the challenges that they would like to address with the 7 Habits learning is to learn how not to form assumptions. "Let us look at this way" they said, "when a child comes to us and makes an excuse, we jump to conclusions and that disallows us to work with the child with sincerely and without any prejudice.

## The 7 Habits Solution

The 7 Habits Learning program, first introduces the concept of **Paradigm Shift** and prepares teachers for a change in mindset. It helps teachers to understand that there exists a different perspective, a viewpoint that may be different from her/ his own and asserts that two people can see the same thing and yet differ with each other. During the 7 Habits program we worked with the



teachers to understand how not to form conclusions simply by understanding things at a basic level and how it is important to align **their paradigms (Teachers mindset) with the principle (The reality of any situation)**, which simply translated means that the teacher needs to have a sincere heart to heart conversation with the child and understand her or his reality and what is it that is not working for them. The teachers understood that we as human beings never really see any reality in the way we should and rather see in the way that we are; that is from our frame of reference. The right way to do it is to see things from a neutral perspective with empathic listening **(Habit 5)** where we seek first to understand what is really affecting the progress of the child. While teaching we have to keep an open mind. We can never as teachers become prejudiced or judgmental about a child or a student's actions and behaviour. We need to be proactive and not reactive by learning to pause and respond based on principle (Habit 1) and work from our circle of influence to help the child overcome her/ his anxieties and difficulties.

## The 7 Habits Effective Results

After the program we have had several email exchanges and learning from the teachers who have been consciously living the 7 habits and it is not becoming an unconscious competence where they are living the habits without even thinking about it. Several Teachers have written to us about how with our hand holding over the weeks, they have applied the 7 habit learning in the personal and professional life. As teachers they have stopped becoming prejudiced or judgmental and

have realized the power within themselves to work with children sincerely to help children achieve the goals and instill the sense of right values for them to progress in the journey of life. Given below is just ONE very touching testimonial from a teacher that demonstrates the power of the 7 Habits learning.

**“I would like to share an incident** which changed my way of looking or rather judging my students. Anytime a student would not complete his notebook or not do his/her h.w. or while away his/her time in class; I would think the child is not just interested or he/she is overtly pampered brat.

One such child I came across, I tried to get him do his work somehow. One day I told him that if he continues this way I would have to call his father (thinking that he would do his work out of fear).

This boy replied with a mocking grin that his father never scolds him no matter what he does. I was convinced that the parents were responsible for pampering the child and spoiling him. But I did not give up him. I somehow tried to get his work completed.

One day the child opened up to me and told me that his father had left them and his mother had to work whole day to fend for the family. I was shocked. I felt so guilty that I had passed my own judgment that this child was pampered and spoilt. From that day onwards, I try to keep my mind free of any judgments because I do not know what the other person is going through. I keep no inhibitions or preconceived notions about anybody. I feel my relationship with my students has enhanced.” – **(This testament is from a teacher from this school in Mumbai)**