
iChoose Facilitator's Guide



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Welcome to the iChoose leadership values program!

This program is comprised of 16 lessons spread out over four units with the goal of helping teenagers learn leadership values and teaching them how to apply them to their own lives from leadership expert John C. Maxwell.

These values are recognized by some of the largest and most successful companies in the world. iChoose was designed to provide students with an environment for leadership values to be introduced, practiced, and shared.

Because many of today's teenagers equate leadership with position, abuse of power, bribery, and corruption, few young people have a healthy and correct understanding of what leadership is and how they can apply it to their lives and the lives of others. John C. Maxwell has partnered with educational institutions around the world to produce this program and reverse the negative portrayal of leadership. This program offers a desirable portrait of leadership based on values that can be applicable to a student's life — values that teenagers can admire, implement, and choose to aspire to for a more positive and sustained style of leadership.



Program Goals

THIS PROGRAM HAS BEEN DESIGNED TO HELP STUDENTS ACCOMPLISH FIVE GOALS:

1. Identify with the 16 values of leadership
2. Take ownership of their choices
3. Practice leadership values and develop those skills
4. Evaluate themselves with their applied knowledge
5. Take turns guiding small group discussions

A MESSAGE FROM JOHN C. MAXWELL

Dear friend,

Welcome to the iChoose leadership values program! Every day, people ask me how they can make their world better. They want to know what they need to do to improve their lives, their career, their family, their business, their neighborhood or community, and even their country. No matter the environment, my answer is always the same: start by improving yourself! How? By making good choices. If we want the world to be a better place, we need to become better people. We need to be the change we want to see. We do this by becoming intentional about our choices. When we do that, we put ourselves in a place where we can add value to ourselves and others.

I personally want to invite you to join this exciting process. You are being welcomed to facilitate an environment that can dramatically impact the lives of teenagers for the better. This will occur over the next several weeks in small groups of students that you will serve and guide. During this time, you will oversee, listen, and encourage your students while they learn, share, and apply the 16 leadership values that will help them to become better people.

One of the most significant discoveries of my life was realizing that wise choices today put “change in the pocket” for future choices. You can’t change yesterday. You can’t count on tomorrow. But you can choose what you do today.

Every day, students will be faced with choices in one or more of these 16 areas. The decisions they choose to make in those moments may seem small at the time, but when added together, they create a course for their lives.

As you embark on this small group process, you will discover students learning and leading one another. It may be a little messy at first, but I encourage you to dive into the messiness, and watch your students find rhythm with each other as the lessons move on.

Thank you for your support of the iChoose program and for making an investment in your youth — the future leaders of our world.

Your friend,

A handwritten signature in black ink that reads "John C. Maxwell". The signature is written in a cursive, flowing style with a large initial "J".

O1

The Small Group Method of Growth

The teaching method of small groups is very simple but highly effective. Small groups employ two-way communication in an empowering environment. Values are not taught; they are explored. During a small group, each person participates and some are given the chance to lead, but all students share from their own experience. As a result, everyone grows together.

SMALL GROUPS ARE EFFECTIVE BECAUSE...

- They are conducted in groups of four to eight people.
- They usually take between 30 minutes for four people and 60 minutes for eight people.
- They give every participant a “voice” and an opportunity to win.
- They are designed to emphasize and promote personal growth through leadership values.

O2

The Facilitator

The facilitator plays a very important role in the small group process. A facilitator can be described as *someone who fosters student-to-student learning, encourages students to share, and promotes leadership values along with personal ownership of choices.*

What a facilitator is not: a coach, a teacher, a counselor, a commentator.

- You're not there to give correction.
- You're not there to impress nor judge.
- You're not there to teach or lecture.

What a facilitator is: a guide, an encourager, a time monitor, and, if needed, an honest contributor.

- You will place the students into small groups of 4-8.
- You will change small group participants with each new unit.
- You will monitor group size.
- You will keep the groups on track.
- You will love students and respect their opinions.
- You will encourage them to take action that leads to personal growth.

03

Five Steps to Facilitating a Small Group

1. Prepare.

Familiarize yourself with the small group lesson in advance.

2. Set expectations.

At the beginning of each lesson, remind students that they are expected to:

- Read aloud
- Fill in and answer questions
- Evaluate themselves
- Actively listen
- Respect others through encouragement and patience
- Share in group discussions (for 30 seconds to 1 minute per person)
- Follow icons and queues given
- Practice confidentiality

Setting the expectations will help students develop ownership of the program.

Explain each expectation and repeat with each new unit.

3. Reference imagery with values.

Images help imprint a value further. Creatively reinforce images whenever possible.

- Lesson 1: The Value of Choice - Gifts
- Lesson 2: The Value of Growth - Plants
- Lesson 3: The Value of Attitude - Paintbrush
- Lesson 4: The Value of Commitment - Finish Line
- Lesson 5: The Value of Relationships - Bridge
- Lesson 6: The Value of Character - Balloon
- Lesson 7: The Value of Forgiveness - Mosaic
- Lesson 8: The Value of Self-Worth - Price Tag
- Lesson 9: The Value of Responsibility - Mirror
- Lesson 10: The Value of Courage - Cornerstone
- Lesson 11: The Value of Initiative - Ripple
- Lesson 12: The Value of Priorities - Jar of Rocks
- Lesson 13: The Value of Teachability - Clay
- Lesson 14: The Value of Self-Discipline - Mountain Climbing
- Lesson 15: The Value of Resilience - Diamond
- Lesson 16: The Value of Influence - Candle

03

Five Steps to Facilitating a Small Group (Continued)

4. *Be available.*

Walk among the students. Listen in. Encourage authenticity. Watch to see if students are following these directions:



First person
read aloud.



Next person
read aloud.



Underline what's
important to you.



Share with
others.



Take
action.

5. *Keep track of time.*

Be aware of the clock and keep the students on track with queues. Remind everyone that the suggested response time for group discussion is about one minute per student. If all small groups complete the lesson early, ask someone from each group to share one thing they learned from another student in their group.

O4

The Structure of the Values Roundtable

Each lesson on values follows a pattern designed to help everyone participate and accept the choice of developing each value in their own lives.

Lesson body: This section contains information about the value being learned. Participants will take turns reading paragraphs from this section aloud. Participants are encouraged to underline key thoughts and ideas that capture their attention.

Benefits: This section shows the participant what benefits they will experience when they apply the value to their life.

Discussion: Each participant will be asked to share something they underlined in the lesson and why it was important to them. They will also share answers to questions in the lessons.

Evaluation: Each participant will rate himself on how well he demonstrates the lesson's value in his life and identify ways to improve in that area. Participants will be asked to share their answers with the group.

Action: Each lesson will challenge a value to be applied to the students' lives. Sometimes the lessons will provide opportunities for students to share the action step they committed to during the previous session and what resulted.

Although personal growth does happen individually, the small group process allows participants to gain immediate feedback on their own responses and learn from the experiences of others. When students are transparent, it creates an environment where participants feel comfortable sharing their experiences.

The small group method allows groups to create a close community in which they support and encourage one another. As participants develop relationships and grow in their understanding of each value, it strengthens transformation that comes through their own choice of personal growth.

Certificate of Completion

HEREBY CERTIFIES THAT

COMPLETED THE iCHOOSE LEADERSHIP VALUES PROGRAM

You have learned and applied 16 leadership values and
choose to continue applying these values daily.

Date



A handwritten signature in black ink, reading "John C. Maxwell", positioned above a horizontal line.

iChoose Program Founder
John C. Maxwell



John C. Maxwell, a #1 New York Times bestselling author, coach, and speaker, was identified as the #1 leader in business by the AMA and the world's most influential leadership expert by Inc. in 2014. His organizations — The John Maxwell Company, The John Maxwell Team, EQUIP, and the John Maxwell Leadership Foundation — have trained millions of leaders touching every nation.

FOR MORE INFORMATION, VISIT JMLF.ORG