

Cincy Upstander Project



BE AN
Upstander

Upstander Definition

People who stand up for themselves and others. They harness their character strengths to find their moment and pursue justice, both great and small, inspiring others to be the best of humanity today.



NOVEMBER SERVICE DAY AT
FREESTORE FOODBANK

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Character Strengths

We all have 24-character strengths

Your top strengths describe who you are when you're **at your best**: They should be-

- Energizing
- Effortless
- Essential

A **toolset** to help you promote good in yourself and the world

THE SUPERHERO DILEMMA

Which hero would you choose to be?



Eradicates Evil



Promotes Good

Based of a scenario
developed by James
Pawelski

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The Golden Mean

Virtue is the golden mean between two vices, the one of excess and the other of deficiency | Aristotle

FINDING THE GOLDEN MEAN

This table lists 24 character strengths and their corresponding virtues. It is intended to be used as a guide to help you understand the strengths and virtues of the human mind.

CHARACTER STRENGTHS	UNDERUSE	OPTIMAL USE	OVERUSE
1. Creativity	Unimaginative	Imaginative	Overly imaginative
2. Curiosity	Uninterested	Interested	Overly interested
3. Hope	Unhopeful	Hopeful	Overly hopeful
4. Perseverance	Unpersistent	Persistent	Overly persistent
5. Prudence	Unwise	Wise	Overly wise
6. Bravery	Unbrave	Brave	Overly brave
7. Teamwork	Uncooperative	Cooperative	Overly cooperative
8. Honesty	Untruthful	Truthful	Overly truthful
9. Leadership	Unleader	Leader	Overly leader
10. Kindness	Unkind	Kind	Overly kind
11. Social skills	Unsocial	Social	Overly social
12. Gratitude	Ungrateful	Grateful	Overly grateful
13. Optimism	Pessimistic	Optimistic	Overly optimistic
14. Humor	Unfunny	Funny	Overly funny
15. Spirituality	Unspiritual	Spiritual	Overly spiritual
16. Self-regulation	Unself-regulated	Self-regulated	Overly self-regulated
17. Empathy	Unempathetic	Empathetic	Overly empathetic
18. Perspective	Unperspective	Perspective	Overly perspective
19. Transcendentalism	Untranscendental	Transcendental	Overly transcendental
20. Faith	Unfaithful	Faithful	Overly faithful
21. Love	Unloving	Loving	Overly loving
22. Kindness	Unkind	Kind	Overly kind
23. Self-control	Unself-controlled	Self-controlled	Overly self-controlled
24. Wisdom	Unwise	Wise	Overly wise

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Our Strengths have a relationship internally and externally

They can collide in ways that can create intrapersonal and interpersonal conflict



And they can synergize in ways that that create a whole better than the two parts



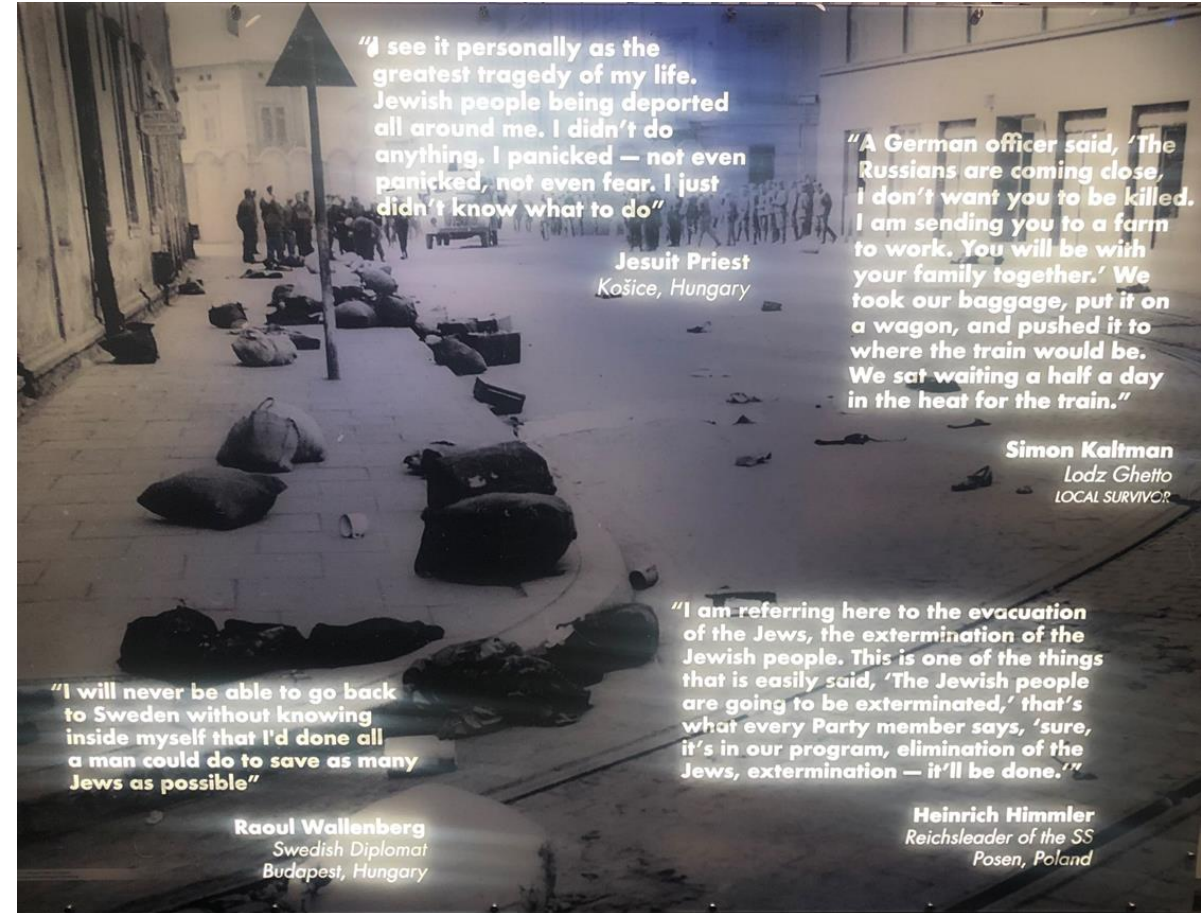
**BE AN
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Barriers to Being an Upstander

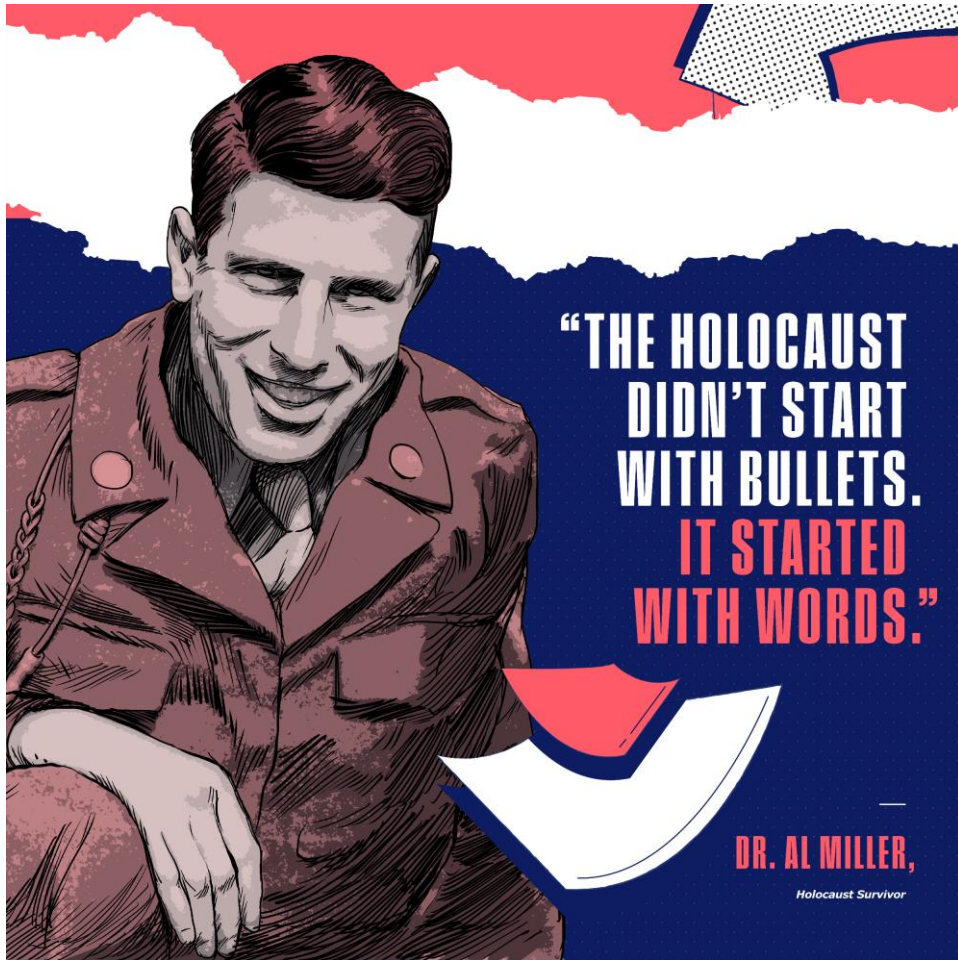
- Bystander Effect
- Implicit Bias
- Fear of retaliation and repercussions
- Lack of empathy for the victim
- Powerlessness/ Unsure of what to do

“I panicked – not even panicked, not even fear. I just didn’t know what to do.”
- Jesuit Priest

“I will never be able to go back to Sweden without knowing inside myself that I had done all a man could do to save as many Jews as possible.”
- Raoul Wallenberg



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R-I-S-E UP With Your Strengths

- **RALLY** others
- **INTERVENE** directly
- **SWITCH** the perpetrator's attention
- Gather **EVIDENCE**
- Follow **UP** to
 - Check in on the person/people who are on the receiving end of the injustice
 - Make sure it never happens again

"How to speak up. What to say. That's not how to be a hero, how to save the lives of many people, that's given only to a very few among us. But a little thing, how to speak up, that shouldn't be so difficult. But it is. For lots of people." | Dr. Al Miller – Local Cincinnati Survivor

Scenario

You are a lay leader serving on the executive board of a synagogue that also chairs the services committee. After services you notice a fellow lay leader who serves on the same committee has himself stationed at the exit and is hugging and kissing women as they leave. Many of the women of the congregation are looking visibly uncomfortable after having gone through the situation.

- What injustices are happening in this scenario?
- What are the possible barriers to being an upstander?
- What strengths can I harness, both my own and those of others?
- What strengths am I at risk of overuse and underuse in this situation?
- Using the **RISE UP** method and your character strength profile how could you be an upstander In this Scenario?

My Signature Strengths

1. Perspective
2. Social Intelligence
3. Kindness
4. Leadership
5. Humor

My Lower Strengths

22. Humility
23. Perseverance
24. Bravery

