

LEADING FROM WITHIN: ALIGNING VALUES WITH ACTION TO TRANSFORM COMMUNITIES

Values → Daily Practice → Transformational
Leadership

David Anderson • Certified Prevention
Professional



MY WHY: FROM LADC TRACK TO PREVENTION

- Saw clients from diverse identities harmed by stigmatizing, colonizing practices
- Observed methods that ignored culture/history/power become ineffective—or retraumatizing
- I Pivoted to prevention grounded in humility, strengths, and radical inclusion
- I Anchored my work in the Eight Core Principles (Science of the Positive)



LEARNING PROMISE

- Outline The Montana Institute's *Science of the Positive* principles and explain how they underpin value-aligned prevention leadership.
- Articulate your own core principles statements.
- Apply at least two strategies for converting personal principles into concrete actions that advance equity and client autonomy.
- Demonstrate how value-aligned leadership shifts practitioners from passive bystanders to proactive up-standers who challenge systemic deficiencies.



The Montana Institute's EIGHT CORE PRINCIPLES

- **Be Positive:** Focus on strengths and opportunities.
- **Be Present:** Engage with the current moment, maintaining curiosity and connection.
- **Be Perceptive:** Acknowledge both hope and concerns, recognizing the complexities of situations.
- **Be Purposeful:** Define clear goals and connect actions to a deeper sense of meaning.
- **Be Perfected:** Practice inclusivity and humility, striving for continuous improvement.
- **Be Proactive:** Take initiative and seek effectiveness in actions.
- **Be Passionate:** Lead with enthusiasm and heart, embracing positive energy.
- **Be Paradoxical:** Embrace the complexities and contradictions inherent in life, using them to drive positive change.



SCIENCE → BEHAVIOR → INTEGRITY

- Strengths focus broadens attention & builds resources (Be Positive)
- Mindful presence improves regulation & attunement (Be Present)
- Nuanced appraisal supports better decisions (Be Perceptive)
- Purpose increases commitment & follow-through (Be Purposeful)



VALUES → TRANSFORMATIONAL LEADERSHIP

- Idealized Influence: ethics & consistency build trust (Be Perfected, Be Present)
- Inspirational Motivation: shared purpose fuels action (Be Purposeful, Be Passionate)
- Intellectual Stimulation: invite curiosity & complexity (Be Perceptive, Be Paradoxical)
- Individualized Consideration: coach with care (Be Positive, Be Proactive)



TURN PRINCIPLES INTO PRACTICE: SAY • DO • DESIGN

- SAY: phrases that center dignity (“What’s already working?”)
- DO: repeated behaviors (one breath, reflective listening, checking assumptions)
- DESIGN: policies/processes that make the right thing the easy thing
- What this looks like in practice for me and my work



MY EIGHT CORE PRINCIPLES

Be Positive: Unconditional positive regard is my baseline—because healing begins when people feel seen, not sorted.

Be Present: I show up fully—steady, honest, and open—because being here, in this moment, is the most human thing I can offer.

Be Perceptive: I listen with depth and empathy, attuned to not just what is said but to what remains unspoken, always honoring the truth in each person's experience and emotions.

Be Purposeful: I move through the world with quiet intention, knowing that even small, mindful actions ripple outward, helping to gently shake the world toward healing and change.

Be Perfected: I embrace growth over perfection, allowing experience to refine me into someone more rooted in love, more present with my truth, and more dedicated to the work of building hope.

Be Proactive: I show up before the wounds deepen, speak before silence hardens, and build safety in the spaces where harm once lived.

Be Passionate: I channel the fire born from my story—not to burn, but to light the way for others, fueled by purpose and grounded in the belief that love is always worth the fight.

Be Paradoxical: I give my best with no guarantee of outcome, finding peace in the paradox that the impact of love is both visible and invisible.

How I Came to My 8 Core Principles

Be Positive:

Unconditional positive regard is my baseline—because healing begins when people feel seen, not sorted.

After seeing how many services meant to heal instead shamed, stigmatized, and stripped people of dignity. That harm showed me unconditional positive regard must be the starting point—healing begins when people feel seen, not sorted.

Be Perceptive:

I listen with depth and empathy, attuned to not just what is said but to what remains unspoken, always honoring the truth in each person's experience and emotions.

My trauma also taught me to be perceptive. Shame, guilt, and fear often silence people, and I know the weight of what goes unspoken. That's why I listen deeply, honoring truth with humility and empathy, meeting people exactly where they are.

Be Passionate:

I channel the fire born from my story—not to burn, but to light the way for others, fueled by purpose and grounded in the belief that love is always worth the fight.

To be passionate is to transform the fire of my story. Instead of letting it burn me out, I use it as light for others—helping them avoid the barriers I faced and discover confidence, autonomy, and equity.

Turn & Talk: Pick one principle to discuss how you currently experience

- **Be Positive:** Focus on strengths and opportunities.
- **Be Present:** Engage with the current moment, maintaining curiosity and connection.
- **Be Perceptive:** Acknowledge both hope and concerns, recognizing the complexities of situations.
- **Be Purposeful:** Define clear goals and connect actions to a deeper sense of meaning.
- **Be Perfected:** Practice inclusivity and humility, striving for continuous improvement.
- **Be Proactive:** Take initiative and seek effectiveness in actions.
- **Be Passionate:** Lead with enthusiasm and heart, embracing positive energy.
- **Be Paradoxical:** Embrace the complexities and contradictions inherent in life, using them to drive positive change.

FROM
BYSTANDER
TO
UP-STANDER



The Resulting Benefit

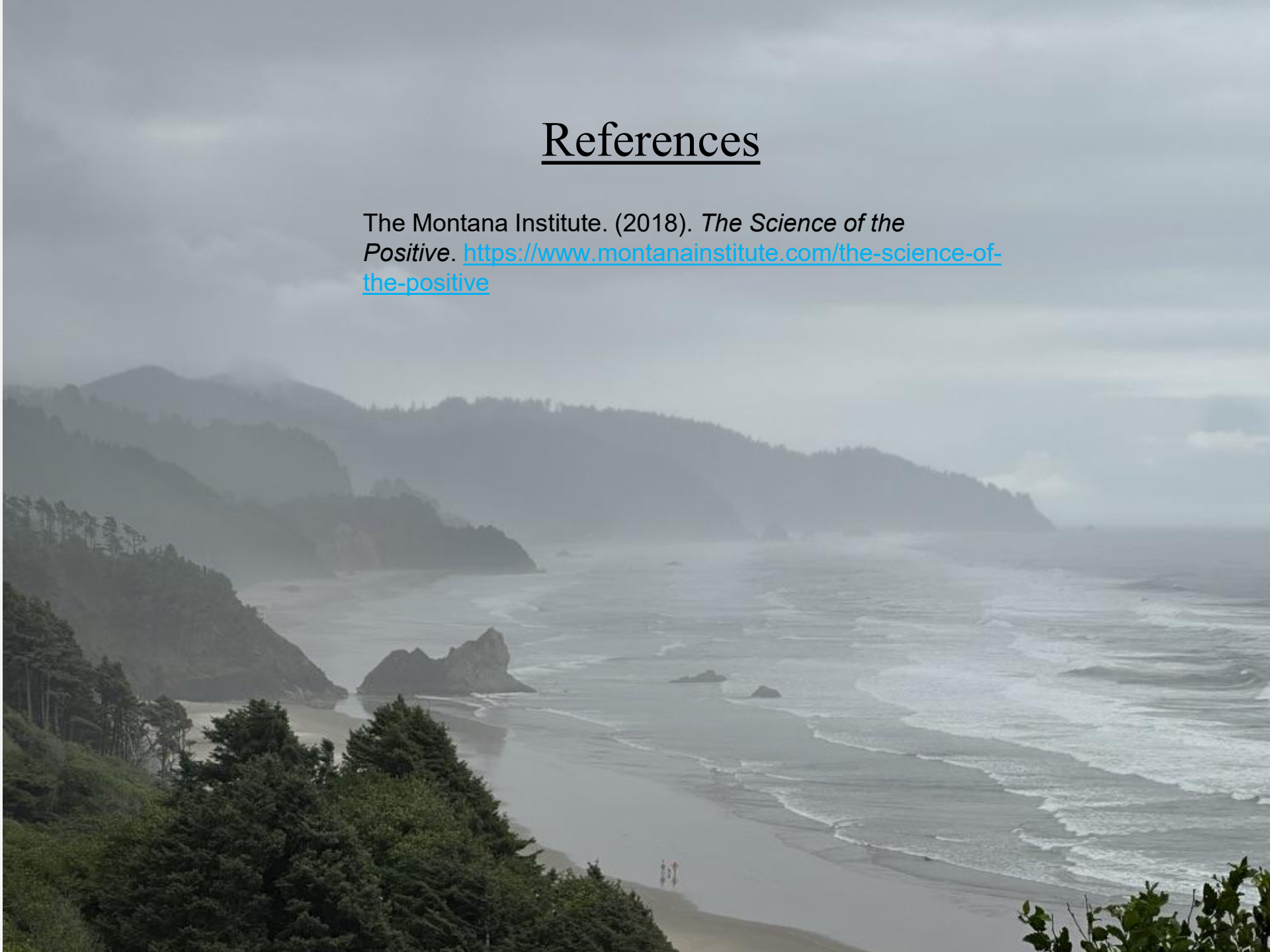
The more you incorporate these values into your daily practice is how you become transformed into an upstander and a leader.

CLOSING

- Take the time to mindfully draft your Core Principles statements and begin implementing them into your professional practice and daily life.

References

The Montana Institute. (2018). *The Science of the Positive*. <https://www.montanainstitute.com/the-science-of-the-positive>



UPSTANDER BEHAVIOR *BEING MORE THAN A BYSTANDER*

MN Prevention Program Sharing Conference
Duluth MN Oct 14-15, 2025

Laura Bennett, Nicki Linsten-Lodge, Gina Schoenfeld
MN Regional Prevention Coordinators

Grand Funding provided by the MN Department of Human Services – Behavioral Health Administration



MN's Prevention Support System

RESOURCES



Minnesota
Prevention
Resource
Center

1:1 SUPPORT



Regional
Prevention
Coordinators

Regional
Prevention
Coordinators
www.rpcmn.org

DATA



SUMN.ORG
SUBSTANCE USE IN MINNESOTA

Substance Use
Minnesota

YOU



**SUCCESSFUL
PREVENTION**



DEPARTMENT OF
HUMAN SERVICES



THIS TRAINING DESIGN IS INSPIRED AND INFORMED BY:

**THE STEPUP! BYSTANDER INTERVENTION PROGRAM AT THE
UNIVERSITY OF ARIZONA, FOUNDED BY BECKY BELL;**

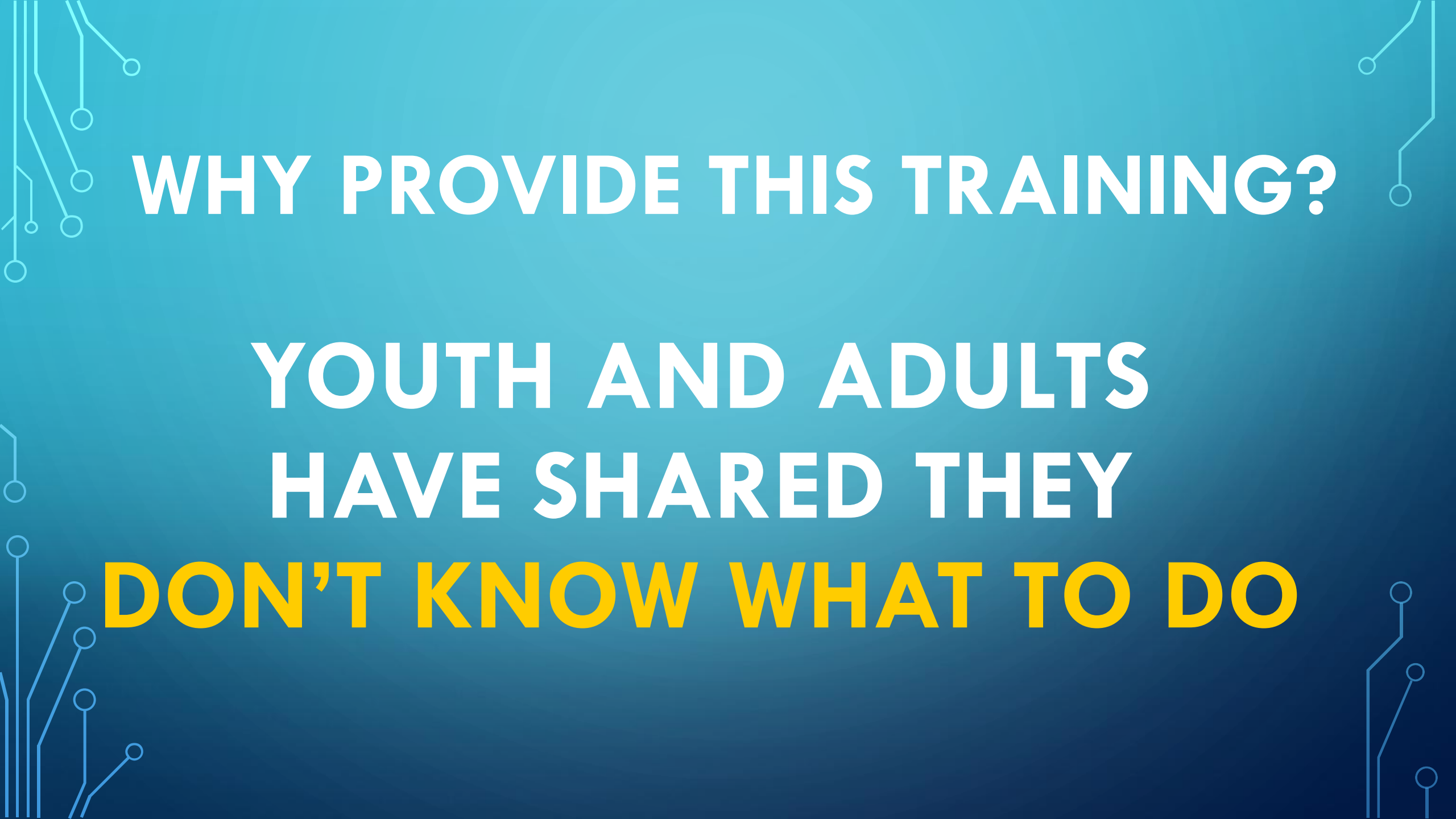
THE GOT YOUR BACK! UNIVERSITY OF MN –DULUTH;

**SHANNON BAILIE AND JASON KILMER WORK ON RAPE MYTH
ACCEPTANCE AND BYSTANDER BEHAVIOR;**

BULLYBUST: *PROMOTING A COMMUNITY OF UPSTANDERS*

***BE AN UPSTANDER* WASSMUTH CENTER FOR HUMAN RIGHTS**



The background is a blue gradient. In the corners, there are abstract white lines resembling circuit traces or neural network connections, with small circles at the ends.

WHY PROVIDE THIS TRAINING?

**YOUTH AND ADULTS
HAVE SHARED THEY
DON'T KNOW WHAT TO DO**

Bystander

- A person who is present at an event or incident but does not take part.

Upstander:

- A person who speaks or acts in support of an individual or cause, particularly someone who intervenes on behalf of a person being attacked or bullied.
 - English Oxford Living Dictionaries



The Bystander Effect | The Science of Empathy

The background is a blue gradient. In the corners, there are white line art elements resembling circuit boards or neural networks, with lines and small circles connecting them.

**WHAT THIS
LOOKS LIKE IN
COMMUNITY**



**Have you ever been in a situation
where you thought...**

“Should I say something?”



“Should I do something?”

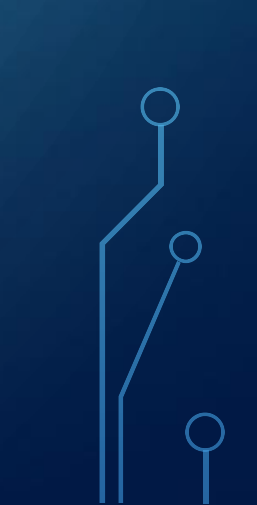


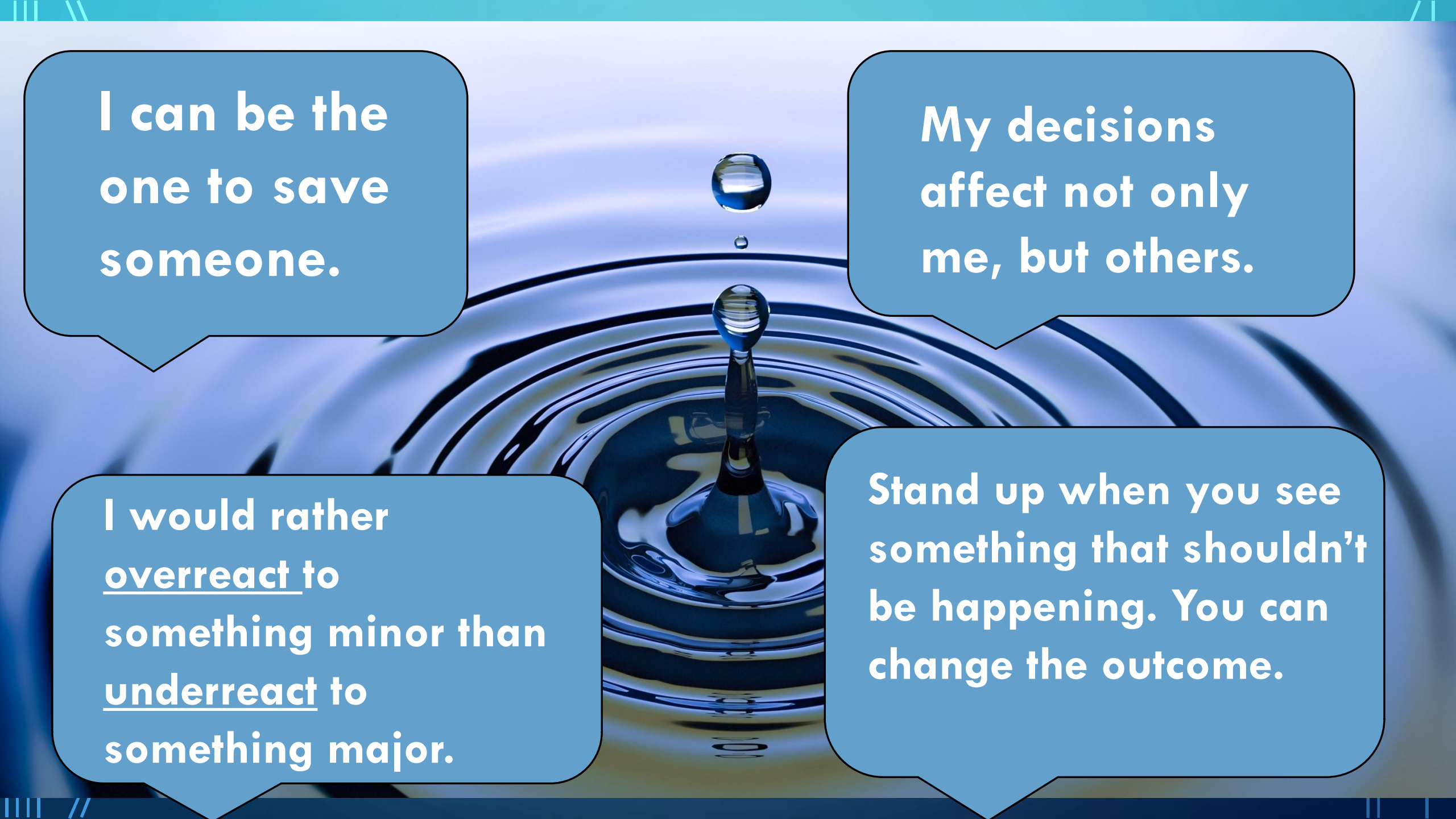
Personal Reflection:

*What does
'See Something, Say Something'
mean to you?*

**Please write down your responses on a note
card with no names on it.**

We will collect and read them out loud.





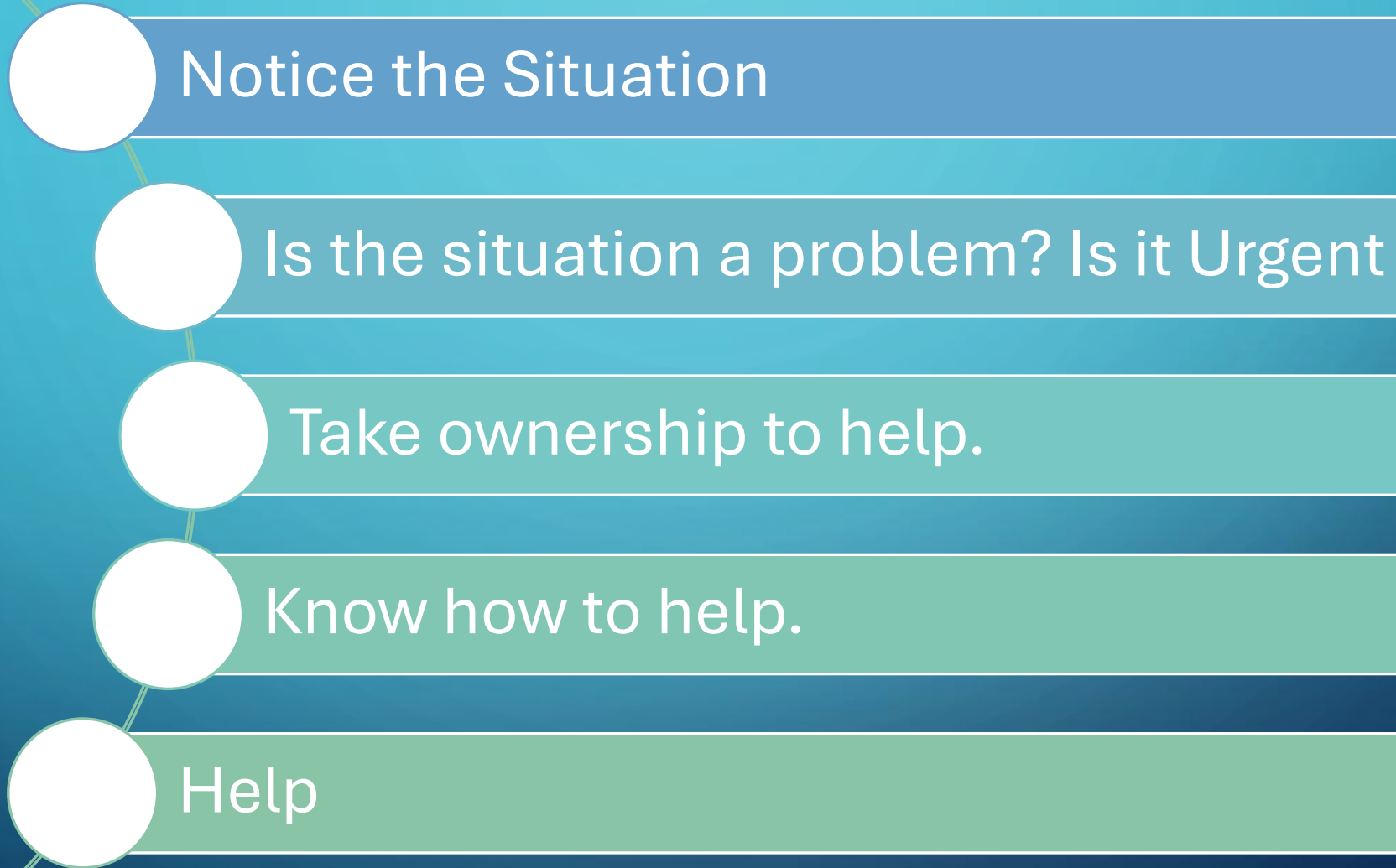
**I can be the
one to save
someone.**

**My decisions
affect not only
me, but others.**

**I would rather
overreact to
something minor than
underreact to
something major.**

**Stand up when you see
something that shouldn't
be happening. You can
change the outcome.**

STAGES OF HELPING



KNOW HOW TO HELP

S

• Safe Responding

E

• Early Intervention /
Action

E

• Effective Helping

K

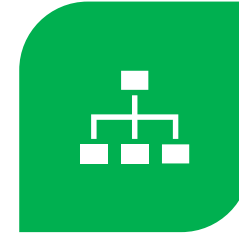
• Kind



DIRECTLY ADDRESS
THE SITUATION



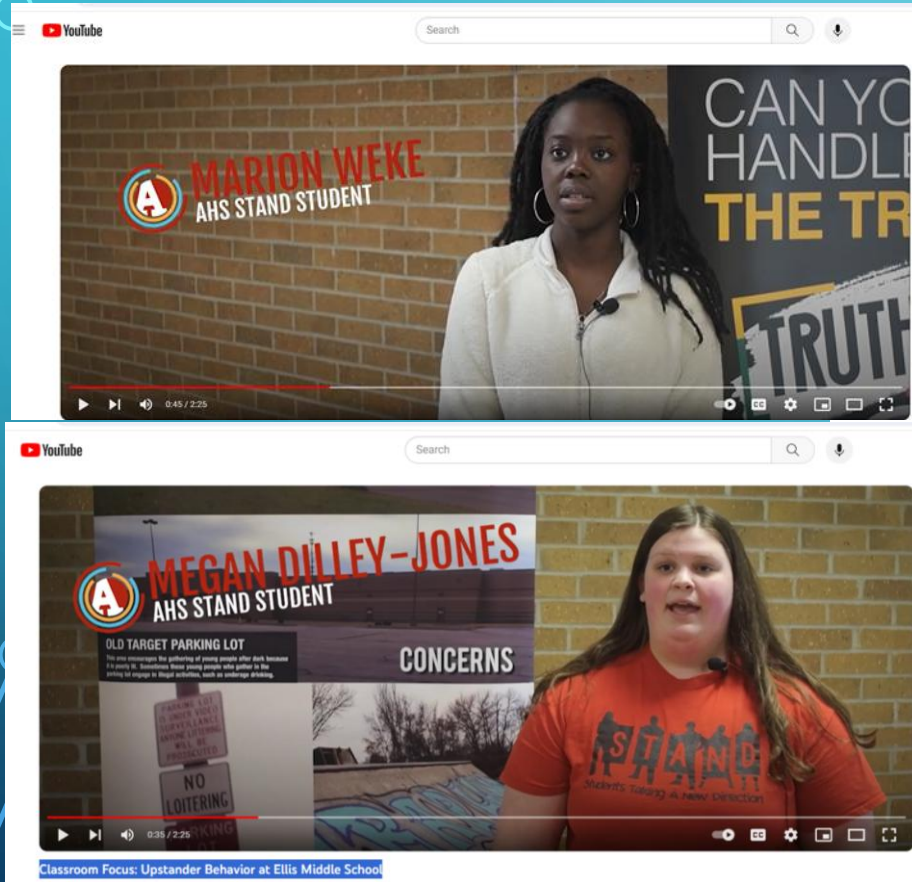
DISTRACT WITH A SIMPLE
OR ELABORATE WAY TO
DIFFUSE THE SITUATION



DELEGATE BY FINDING
SOMEONE ELSE TO
ADDRESS THE CONCERN.

**DO SOMETHING:
DIRECT, DELEGATE, DISTRACT**

TAKING THIS BACK TO YOUR COMMUNITY





Austin Public Schools

Jan 3 · 🌐

Every single day we each have the opportunity to make our schools (and our world!) a better place. Putting an end to bullying is everyone's responsibility. When we work together and stand strong against bullying, we are creating communities that are stronger, safer, and more supportive - places where every person is valued for who they are. One way YOU can help is by respecting others' differences and helping others to respect differences too. It's cool for people to be different—that's what makes all of us unique. Try helping promote tolerance in your school.

For more information, please visit <https://truthisaustin.com/upstander/> and be sure to check out APAC on Facebook at [Apac Austin MN](#).

#BeAnUpstander

Ellis Middle School IJ Holton Intermediate School



BE AN UPSTANDER
Respect others' differences



AUSTIN PUBLIC SCHOOLS

ENGAGE • EMPOWER • INSPIRE





RECLAIMING & ADVANCING
LEECH LAKE YOUTH

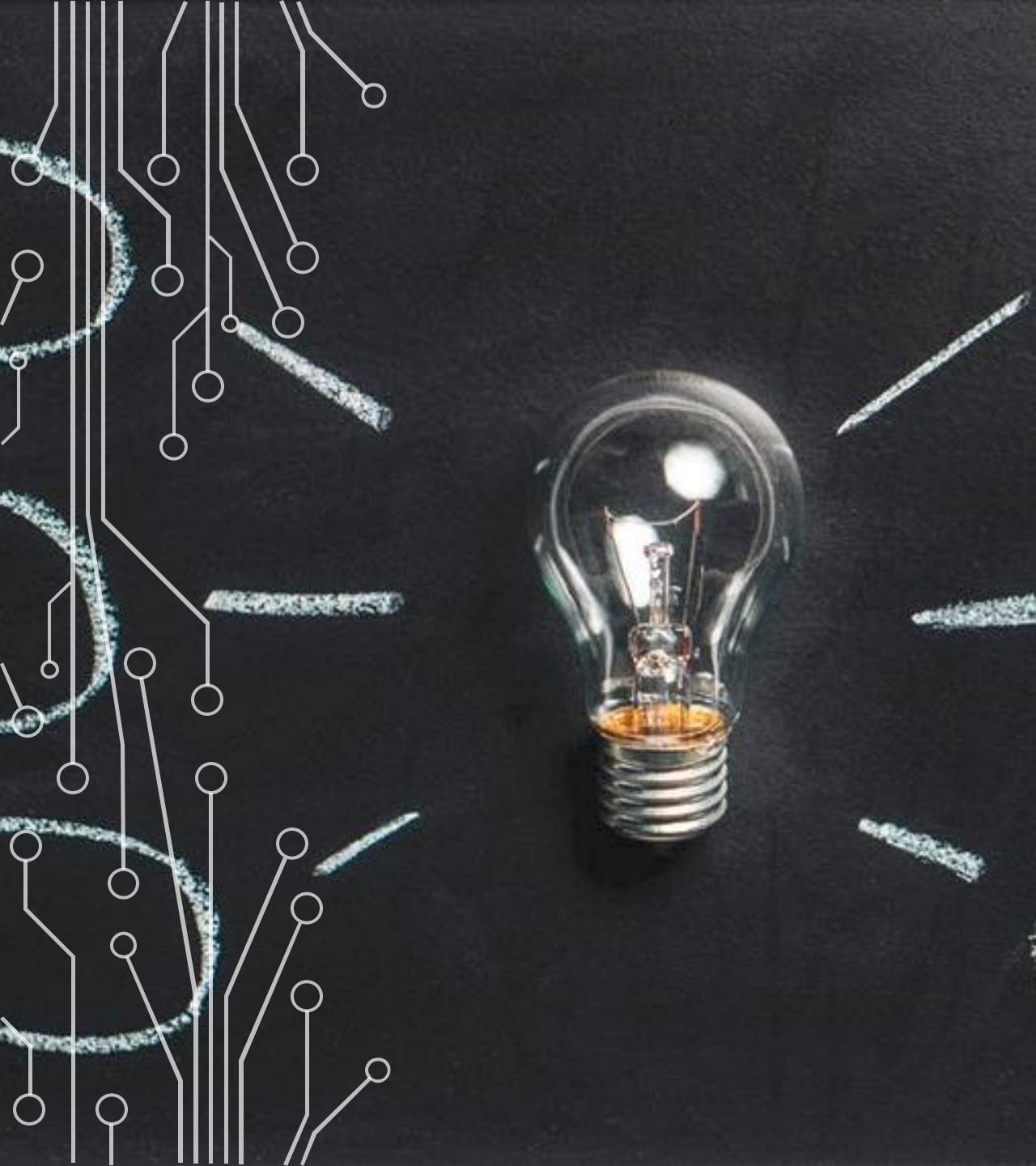


RALLY

SCENARIOS – PUT YOUR SKILLS INTO ACTION

DISTRACT, DELEGATE, AND DIRECT

- **Each group will get a scenario and one of the methods: Distract, Delegate, Direct.**
- You have 5 minutes to think of how to share this with the group.
- **We will practice and learn together.**
- Each group gets 3 minutes to share their plan back to the large group. You can turn it into a skit, write it down, talk us through it, or share another way.



REFLECTIONS AND IDEAS FOR WHAT NEXT IN BEING AN UPSTANDER?



RESOURCES

- **Step Up! (Be a Leader, Make a Difference) Bystander Intervention**
- Overview: The goals of Step UP! are to “raise awareness of helping behaviors, increase motivation to help, develop skills and confidence when responding to problems or concerns, and ensure the safety and well-being of self and others.”
- University of Arizona CATS Life Skills Program and the NCAA
- Website: <http://stepupprogram.org/>



RESOURCES

- BullyBust: *Promoting a Community of Upstanders*

<https://www.bullybust.org>



BullyBust

Promoting A Community of Upstanders

- University of MN Duluth Health Services GOT YOUR BACK!UMD <http://d.umn.edu/health-services/health-education/got-your-back-umd>

- STAND UP, DON'T STAND BY is a training and education campaign that inspires the public to take action and help protect children from domestic violence. This campaign seeks to build a community of interventionists— people who will stand up for children, speak out against domestic violence, and create a culture of equality and mutual respect. We all have a responsibility to create communities that reject violence and embrace equality. This online presentation seeks to raise awareness, encourage thoughtful dialogue, and provide safe action steps for standing up for children in homes with domestic violence.
- <https://speakout.worldsecuresystems.com/courses/stand-up-dont-stand-by-protect-children-from-domestic-violence?published=1>

Additional Upstander – Bystander Behavior videos:

From American University Step Up program – College Audience

<https://www.youtube.com/watch?v=491e8Oku0Jw>

**Please be advised the content of this video contains scenes that could be upsetting to some viewers, including images related to sexual assault, hazing, interpersonal violence, and suicide.*

<https://www.youtube.com/watch?v=wyV6OFm2KxQ>

Wassmuth Center for Human Rights

*Shows a student shoving another student and harmful comments directed at student