

Character Champions

THE CHAMPS SERVICE LEARNING GUIDEBOOK



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TABLE OF CONTENTS



Introduction - What is the CHAMPS Service Learning Program?

- Discovering Your Inner Champions
- Embracing the VLIC Code
- Following the SOAR Steps
- What You’ll Gain from CHAMPS
- Get Ready to Lead and Make a Difference

Chapter 1: Time to Know Your Inner Champions

- The VLIC Code: Knowing Your Worth
- The SOAR Steps: A Guide for Smart Decisions
- Your Inner Champions: Discovering the Four Mindsets
- Take the CC Mindset Quest Survey
- Balancing Your Inner Champions

Chapter 2: Understanding Your Mindset Results

- Your Strongest Mindset: What It Means for You
- Gold Mindset: Responsibility & Leadership
- Blue Mindset: Kindness & Relationships
- Orange Mindset: Courage & Adventure
- Green Mindset: Knowledge & Curiosity
- Developing Your Weaker Mindsets

Chapter 3: Working Together with Your Mindsets

- Using Your Mindset in a Team
- How to Communicate with Your Team
- Being a Leader in Your Own Way
- Dealing with Conflict
- Bringing the Mindsets to Life: Meet the Core Four
- Reflection: How Can You Help Your Team?

Chapter 4: Meet the Core Four CC Kids and Their Mindsets**

- Ling and the Blue Dolphin (The Nurturer)
- Amin and the Gold Bear (The Guardian)
- Cesar and the Orange Wolf (The Hero)
- Albert and the Green Owl (The Scholar)
- Bringing It All Together: The Core Four

Chapter 5: Meet the Synergy Kids—Leveling Up Your Mindset IQ

- Kai and the Rainbow MetaHawk (The Synergizer)
- Martin and the Red Lion (The Advocate)
- Temple and the Purple Elephant (The Caregiver)
- Cali and the GM Hummingbird (The Growth Seeker)
- The Power of Synergy: Combining Strengths

Chapter 6: Mastering Puppet and Mascot Performances—Making Learning Fun!

- Step 1: Get Into Character—Whether You’re a Puppet or a Mascot
- Step 2: Build a Skit That’s Fun AND Teaches Something
- Step 3: Rehearse Like a Pro (and Have Fun While Doing It!)
- Step 4: Rock the Show—Make It Fun for the Kids!
- Step 5: Reflect, Improve, and Keep the Fun Going
- Don’t Forget to Remember: Teaching, Practicing, and Working Together -

Conclusion: Why Being a CHAMPS Mentor Makes You a Real-Life Hero**

- Teaching Kids to Be Like the CC Kids (While Also Being Themselves)
- Building Compassionate Wellbeing Communities
- Your Videos Will Keep Making a Difference
- What You’re Getting Out of This (Spoiler: A Lot)
- Ready to Be a Leader? You Already Are



INTRODUCTION

Welcome to CHAMPS!

What Is the CHAMPS Service Learning Program?

CHAMPS is all about discovering and developing the inner champions inside you. These champions represent different parts of who you are—your strengths, your mindset, and your ability to lead. In **CHAMPS**, you'll explore these inner champions and learn how to grow the parts of yourself that might not feel as strong yet.

Through the Character Champions framework, you'll uncover your mindset strengths, embrace the **VLIC Code** for self-worth, and follow the **SOAR** steps to make smart decisions. Along the way, you'll build leadership skills, collaborate with others, and make a difference in your community.

Discover Your Inner Champions

Each of us has different inner champions—parts of ourselves that guide how we think, act, and relate to others. Some of these champions might be strong for you already, while others need time to grow. In **CHAMPS**, you'll learn about these champions through the CC Mind Quest Survey, which will help you discover which mindset is strongest in you right now. The good news is, no matter where you start, you can always develop and grow these inner champions!

Here are the four diverse mindsets that represent your inner champions:

- **GREEN** – Knowledge & Curiosity
- **BLUE** – Kindness & Relationships
- **GOLD** – Responsibility & Leadership
- **ORANGE** – Courage & Adventure

Each of these mindsets, or inner champions, can be developed and strengthened over time. **CHAMPS** will help you grow all of these parts of yourself, so you can lead with confidence, kindness, courage, and wisdom.

Embrace the VLIC Code

Along with your inner champions, **CHAMPS** will introduce you to the **VLIC Code**, which stands for:

- **V**aluable
- **L**ovable
- **I**mportant
- **C**apable

The **VLIC Code** is a reminder that no matter what challenges you face, you are Valuable, Lovable, Important, and Capable. It's about believing in your worth and knowing that you have what it takes to lead and inspire others.

Follow the SOAR Steps for Smart Decisions

CHAMPS will also teach you the **SOAR** steps, a powerful guide for making decisions and reflecting on your actions. Here's how it works:

- **STOP** (Gold Mindset): Pause and reflect before acting.
- **OBSERVE** (Green Mindset): Look closely at the situation. Ask yourself: Is it smart, safe, brave, and responsible?
- **ACT** (Orange Mindset): Take the right action with courage.
- **REVIEW** (Blue Mindset): Reflect on what happened and learn from the experience.

The **SOAR** steps will help you strengthen your inner champions by making thoughtful choices and growing from every experience.

CHAPTER ONE



Time to Know Your Inner Champions

Before diving into your mindsets, it’s important to understand two key concepts that will guide you throughout your journey: the **VLIC Code** and the **SOAR** steps.


These will build a strong foundation, helping you develop self-worth, make smart decisions, and grow as a leader.

The VLIC Code: Knowing Your Worth

The **VLIC Code** is your foundation for self-worth. It reminds you that you are always:

- **Valuable**
- **Lovable**
- **Important**
- **Capable**

These four truths give you the strength to face challenges with confidence. In **CHAMPS**, you’ll rely on the **VLIC Code** to believe in your own value and lead with assurance, knowing that you are enough just as you are.




The SOAR Steps: A Guide for Smart Decisions

The SOAR steps will guide you through any situation by helping you think clearly and act with purpose.

Here are the four **SOAR** steps:

- **STOP** (Gold Mindset): Pause before acting and give yourself time to reflect.
- **OBSERVE** (Green Mindset): Carefully assess the situation. Ask yourself: Is this smart? Is it safe? Is it brave? Is it responsible?
- **ACT** (Orange Mindset): Once you’ve thought things through, take bold and thoughtful action.
- **REVIEW** (Blue Mindset): Afterward, reflect on what happened. What did you learn? How can you improve next time?

By following the **SOAR** steps, you’ll be able to handle challenges thoughtfully, make smart choices, and grow from every experience.




Your Inner Champions: Discovering the Four Mindsets

Now that you understand your self-worth through the **VLIC Code** and how to make smart decisions using the **SOAR** steps, it’s time to meet your inner champions.

These champions represent the four diverse mindsets that shape how you see the world. Some might be stronger in you right now, while others can be developed over time.

Here’s a brief introduction to the four mindsets:

- **GOLD MINDSET** (Responsibility & Leadership): This part of you thrives on planning, organizing, and taking responsibility.
 - **BLUE MINDSET** (Kindness & Relationships): This mindset focuses on building connections and showing empathy.
 - **ORANGE MINDSET** (Courage & Adventure): This part of you pushes you to try new things and take risks.
 - **GREEN MINDSET** (Knowledge & Curiosity): This mindset drives your love of learning and solving problems.
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Take the CC Mindset Quest Survey

Now that you understand the VLIC Code, the SOAR steps, and your inner champions, take the **CC Mindset Quest Survey** at www.charactersurvey.org to discover which of your inner champions is strongest.

Follow the instructions. After completing the survey, you’ll receive four scores (ranging from 0 to 50) that tell you how strong each mindset is in you.

Here’s how to interpret your results:

- Scores in the **40s**: These are your strongest mindsets, shaping most of how you see the world and act.
- Scores in the **30s**: These mindsets are average strengths, used often but with room for growth.
- Scores in the **20s**: These are weaker areas—mindsets you don’t use as much but can develop.
- Scores **below 20**: These mindsets are areas that need development.

Balancing Your Inner Champions

As you learn more about your mindsets, remember that balance is key. Using one mindset too much or too little can cause problems. For example, over-relying on the Gold Mindset can make you overly controlling, while underusing the Orange Mindset might prevent you from taking necessary risks.

The goal is to develop all your mindsets so you can use them in harmony, achieving mindset synergy—knowing which mindset to use at the right time or combining them to reach your goals. This is where true wisdom comes in, by mastering the balance between your inner champions.

CHAPTER TWO

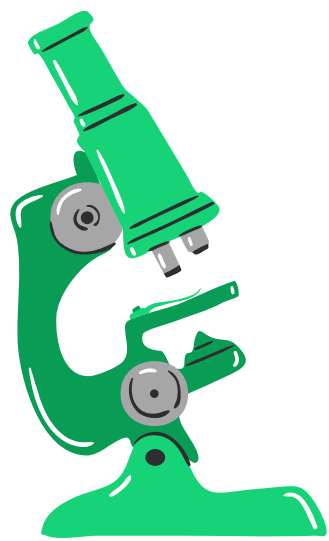


Understanding Your Mindset Results

Now that you’ve completed the **CC Mindset Quest Survey**, you’ve gained insight into which of your inner champions (mindsets) are strongest and which ones need development. This chapter will explore what your results say about you—your core needs, values, strengths, how you prefer to learn, what stresses you out, and how you get along with others based on each mindset. Plus, we’ll guide you on how to develop your less-strong mindsets.

Your Strongest Mindset: What It Means for You





GREEN MINDSET



Knowledge

& CURIOSITY

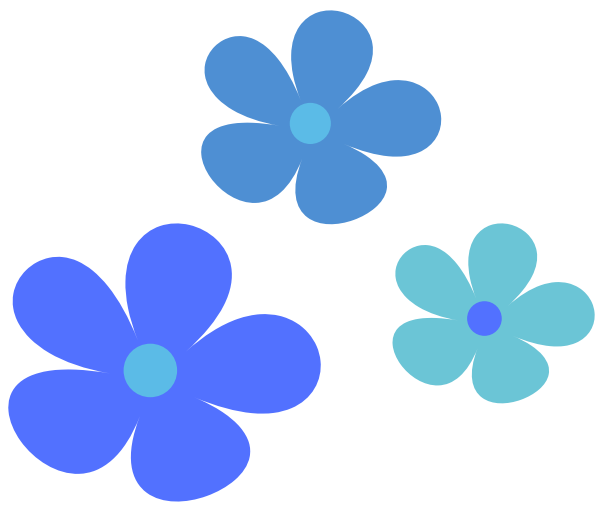
- **Core Needs:** Knowledge, learning, and problem-solving. You love exploring new ideas and diving deep into subjects that interest you.
- **Values:** Curiosity, intelligence, and critical thinking. You believe in thinking things through and finding solutions to problems.
- **Strengths:** Analytical thinking, research, and a love of learning. You enjoy figuring things out and coming up with creative solutions.
- **Learning Style:** You thrive in environments where you can explore topics deeply, ask questions, and think critically. Independent research and projects suit you well.
- **Best Teachers:** Teachers who encourage curiosity, provide resources, and challenge you to think critically. You appreciate those who offer intellectual stimulation and freedom to explore ideas.
- **What Stresses You Out:** Emotional conflict or high-pressure situations where there's no clear solution. You prefer having time to think and analyze before acting.
- **What Calms You Down:** Quiet time to think and process. Having space to read, research, or reflect helps you feel grounded.



How You Get Along with Other Mindsets:

- **With Gold (Responsibility):** You respect Gold's sense of order and planning but might feel stifled by their need for control. Gold can help you apply your knowledge in practical ways.
- **With Blue (Kindness):** You might feel disconnected from Blue's emotional focus, but they can help you become more empathetic and emotionally aware.
- **With Orange (Courage):** You appreciate Orange's adventurous spirit but may find their risk-taking unsettling. Orange can push you to take action when you're stuck in analysis.

How to Build Other Mindsets: Focus on action and boldness like Orange, take responsibility like Gold, and build relationships with empathy like Blue.



BLUE MINDSET



Kindness & Relationships



- **Core Needs:** Connection, empathy, and a sense of belonging. You feel fulfilled when you build meaningful relationships and support others.
- **Values:** Kindness, understanding, and emotional support. You’re naturally empathetic and focus on helping others.
- **Strengths:** Building strong relationships, being a good listener, and resolving conflicts through compassion.
- **Learning Style:** You learn best in collaborative environments where relationships are prioritized. Group activities and discussions that allow for personal connections work well for you.
- **Best Teachers:** Teachers who are approachable, empathetic, and take time to get to know their students. You appreciate those who show care and patience.
- **What Stresses You Out:** Conflict, tension, or feeling disconnected from others. You might struggle with environments that feel cold or impersonal.
- **What Calms You Down:** Building connections with others and feeling understood. Talking things through with a supportive friend or mentor can help you regain balance.



How You Get Along with Other Mindsets:

- With Gold (Responsibility): You respect Gold’s need for structure but might find them too rigid or controlling. You can help Gold understand the value of relationships in achieving goals.
- With Green (Knowledge): You may struggle with Green’s focus on facts over feelings, but they can help you stay grounded and logical when emotions run high.
- With Orange (Courage): You appreciate Orange’s energy and excitement, but you may feel unsettled by their lack of emotional focus. Orange can push you to step out of your comfort zone and try new things.
- How to Build Other Mindsets: Practice taking calculated risks like Orange, embrace responsibility like Gold, and challenge yourself to think more logically and less emotionally, like Green.





GOLD MINDSET



Leadership

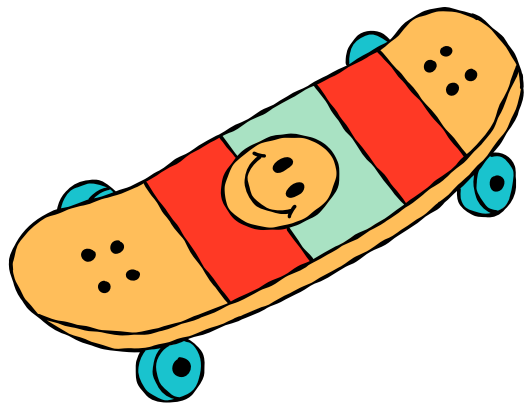
& Responsibility

-
- **Core Needs:** Structure, organization, and clear expectations. You feel secure when you know what's expected of you and have a plan in place.
 - **Values:** Responsibility, reliability, and getting things done right. You pride yourself on being dependable and like to take charge of situation.
 - **Strengths:** Leadership, planning, organizing, and managing tasks effectively.
 - **Learning Style:** You prefer clear instructions, deadlines, and structured environments. You thrive when tasks are well-organized and expectations are clear.
 - **Best Teachers:** Teachers who provide structure, give clear guidance, and set expectations. You appreciate when they follow through on promises and hold students accountable.
 - **What Stresses You Out:** Lack of organization, unpredictable changes, and unclear expectations. When things are disorganized, it can feel overwhelming.
 - **What Calms You Down:** A clear plan of action and knowing what's expected. Taking control of your environment can help you feel calm and focused.
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• How You Get Along with Other Mindsets:

- **With Blue (Kindness):** You respect the Blue mindset's focus on relationships but may find their need for emotional connection slows down progress. You can benefit from their ability to create harmony.
 - **With Green (Knowledge):** You appreciate Green's logic and problem-solving, as both of you value planning and thinking things through.
 - **With Orange (Courage):** You might clash with Orange's spontaneity and dislike for structure, but Orange can help you become more adaptable and open to change.
 - **How to Build Other Mindsets:** Embrace flexibility like Orange by stepping outside your comfort zone and going with the flow. Practice empathy and emotional connection like Blue, and nurture curiosity like Green by exploring new ideas.
-



ORANGE MINDSET

Courage & Adventure



- **Core Needs:** Freedom, excitement, and new experiences. You thrive when you can explore, take risks, and try new things.
- **Values:** Boldness, independence, and action. You believe in living life fully and seizing opportunities as they come.
- **Strengths:** Taking risks, trying new things, and thinking on your feet. You bring energy and enthusiasm to everything you do.
- **Learning Style:** You prefer hands-on, active learning experiences that let you dive right in. You dislike sitting still for long periods and prefer engaging, interactive lessons.
- **Best Teachers:** Teachers who are flexible, energetic, and encourage exploration. You appreciate those who give you freedom to experiment and try new things.
- **What Stresses You Out:** Rigid rules, too much structure, and tasks that feel repetitive or boring. You struggle when you feel confined or restricted.
- **What Calms You Down:** Movement, action, and engaging in something new or exciting. Physical activity or a change in scenery can help reset your energy.



How You Get Along with Other Mindsets:

- **With GOLD (Responsibility):** You might find Gold too rigid and controlling, but they can help you bring structure to your adventurous spirit.
- **With BLUE (Kindness):** You appreciate Blue’s warmth and empathy but may feel slowed down by their focus on relationships. Blue can help you connect more deeply with others.
- **With GREEN (Knowledge):** You enjoy Green’s creativity and love for learning, but may get frustrated by their need for overanalyzing. Green can help you think things through before jumping into action.

How to Build Other Mindsets: Work on planning and organizing like Gold, focus on relationships like Blue, and learn to be more thoughtful and curious like Green.



Developing Your Weaker Mindsets

Now that you understand your strongest mindset and how it shapes your learning and interactions, it’s time to think about how you can build your weaker mindsets.

Here are some strategies:

- **GOLD MINDSET:** If you need to work on responsibility, start by setting small, achievable goals and sticking to them. Practice taking on leadership roles, even in small group settings.
- **BLUE MINDSET:** If relationships and empathy don’t come naturally to you, start by making an effort to listen more closely to others. Focus on building trust and understanding in your interactions.
- **ORANGE MINDSET:** If courage and adventure are weak areas for you, try something new that pushes you out of your comfort zone, even if it’s just a small risk.
- **GREEN MINDSET:** If curiosity and knowledge need work, commit to learning something new each day. Ask more questions and seek out opportunities to expand your understanding of the world.

What’s Next?

Now that you have a clearer understanding of your mindset strengths, needs, and values, you’re ready to apply this knowledge as you continue your journey in CHAMPS. In the next chapter, you’ll learn how to use your mindset strengths to build stronger teams, communicate effectively, and lead with confidence.

CHAPTER THREE



Now that you know more about your mindset strengths, it’s time to learn how to use them when working with others. In this chapter, you’ll find out how to be a great team member, communicate better, and even step up as a leader.

Using Your Mindset in a Team

When you’re in a team, everyone brings different strengths. Your mindset is what makes you special, and it can really help your team. Here’s how you can use it:

- **GOLD MINDSET (Responsibility & Leadership):** You’re great at organizing and making sure things get done. Help your team stay on track by planning tasks and keeping things organized.
- **BLUE MINDSET (Kindness & Relationships):** You’re all about keeping the peace. Use your kindness to make sure everyone feels included and listened to.
- **ORANGE MINDSET (Courage & Adventure):** You bring excitement and energy! Motivate your team to take bold actions and try new things.
- **GREEN MINDSET (Knowledge & Curiosity):** You love solving problems. Use your creativity to help your team come up with great ideas and smart solutions.





How to Communicate with Your Team

Good communication is key to working well with others. Every mindset communicates differently, and understanding these differences will help you connect with your teammates:

- **GOLD MINDSET:** You like clear, direct communication. You prefer when everyone knows what to do. To improve, try being more flexible when things don't go as planned.
- **BLUE MINDSET:** You're all about feelings and empathy. You listen well and care about others' emotions. To improve, balance emotions with facts to make sure everyone stays on the same page.
- **ORANGE MINDSET:** You like quick conversations and getting things done fast. Try being more patient when others need time to think things through.
- **Green Mindset:** You prefer long, thoughtful discussions. To improve, keep things simple when working with teammates who don't want to get bogged down in details.

Being a Leader in Your Own Way

Every mindset can lead in its own unique way. Here's how you can step up based on your strengths:

- **GOLD MINDSET:** You can lead by organizing tasks, setting goals, and keeping everyone on track.
- **BLUE MINDSET:** You're a natural leader when it comes to building strong relationships and encouraging teamwork.
- **ORANGE MINDSET:** You inspire people with your energy and courage. Lead by motivating others to take action.
- **GREEN MINDSET:** You can lead by coming up with creative ideas and guiding the team through problem-solving..



Dealing with Conflict

Sometimes, working in a team can be hard, and conflicts happen. Here's how each mindset reacts to conflict, and how you can deal with it:

- **GOLD MINDSET:** You might get frustrated when things aren't organized. Try to be more flexible and listen to others' ideas.
- **BLUE MINDSET:** You don't like when people argue or feel left out. Stay calm and focus on solving the problem, not just the emotions.
- **ORANGE MINDSET:** You might get impatient when things aren't moving fast enough. Try to slow down and let everyone share their ideas.
- **GREEN MINDSET:** You might overthink problems or avoid conflict. Focus on clear communication and don't be afraid to speak up.



Albert
Green Mindset



Ling
Blue Mindset



Amin
Gold Mindset



Cesar
Orange Mindset





Bringing the Mindsets to Life: Meet the Core Four

Now that you know how your mindset strengths help in teams, it’s time to meet the Core Four CC Kids, who each represent one of the four mindsets. These characters will show us how to use their unique strengths in teamwork, communication, and problem-solving.

Each of the Core Four kids embodies a different mindset—Green for knowledge, Blue for kindness, Gold for responsibility, and Orange for courage. As you get to know them, you’ll learn even more about how these mindsets help you and your team succeed. But that’s not all! After meeting the Core Four, we’ll meet the Synergy Kids, who teach us how to bring all of these mindsets together to create something even greater.

Reflection: How Can You Help Your Team?

As you think about your mindset and how it works in a team, ask yourself:

- How can you use your mindset to help the team succeed?
- What communication style do you need to work on to connect better with your teammates?
- How can you step up as a leader using your mindset strengths?
- How can you resolve conflicts in a positive way?

What’s Next?

In the next chapter, you’ll learn how to bring the CC Kids and their animal mascots to life, using skits, videos, and performances to share the values of the Character Champions with others.

CHAPTER FOUR



Meet the Core Four CC Kids and Their Mindsets

Now that you know how your own mindsets contribute to teamwork, it’s time to meet the Core Four CC Kids.

These four characters each represent one of the core mindsets: Green for knowledge, Blue for kindness, Gold for responsibility, and Orange for courage. Each of these kids has their own unique strengths and personality traits, and they work together to help preschoolers learn important life lessons.

In this chapter, you’ll get to know each of the Core Four and their mascots in detail. As you learn about them, think about how you can bring these characters to life when performing as a puppeteer or in a mascot costume. Pay attention to their personalities, values, and the skills they teach, and use your own creativity to embody their unique qualities.



Albert & Green Owl



Ling & Blue Dolphin

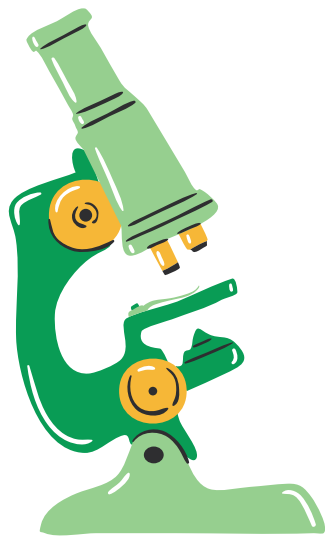


Amin & Gold Bear



Cesar & Orange Wolf





Albert & Green Owl

CURIOSITY & KNOWLEDGE

The Thinker



- **Ethnicity:** Jewish
- **Value:** Knowledge and Curiosity—Albert represents learning, curiosity, and problem-solving.
- **Personality Traits:** Thoughtful, patient, and analytical. Albert loves discovering new things and solving problems through careful thought.
- **What He Teaches Preschoolers:** Albert teaches kids that curiosity is key to learning and that asking questions is how they can understand the world better.
- Skills Taught:
 - Problem-solving
 - Persistence in learning
 - Curiosity and exploration



Famous People Like Albert:

- **Albert Einstein:** Known for his theory of relativity, Einstein was curious about the universe from a young age. His love for knowledge and asking questions made him one of the most famous scientists in history.
- **Marie Curie:** Curie’s curiosity about radioactivity led her to make groundbreaking discoveries. She believed that learning never stops and spent her life expanding her knowledge, even when others doubted her.

How to Bring Albert to Life:

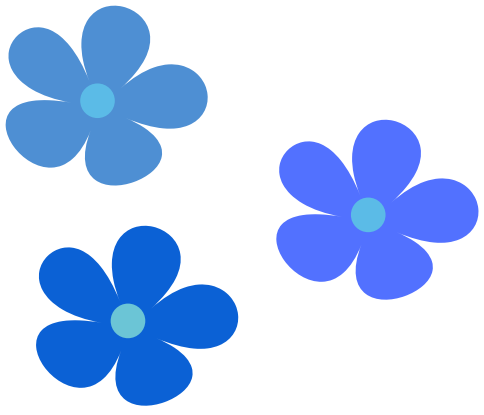
- **Voice:** Thoughtful, calm, and patient. Speak slowly and with purpose, as if Albert is thinking carefully before he speaks.
 - **Sample Phrases:**
 - “Let’s think about how this works together.”
 - “Every question helps us learn something new!”
 - “Learning is like an adventure!”
- **Movement:** Slow and purposeful. Albert moves carefully and deliberately, always deep in thought.
 - **Gestures:** Stroking his chin thoughtfully, pointing at something with curiosity.
 - **Facial Expressions:** Reflect concentration—Albert’s eyes are always focused, and his expressions show curiosity.

Mascot: The Green Owl is wise and observant, representing Albert’s love for knowledge. The owl scans the environment and processes everything before acting.

- **How to Act Out the Owl:** Move slowly, observe everything, and glide smoothly, like someone deep in thought.

The Nurturer

Relationships & Kindness



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- **Mahatma Gandhi:** Gandhi's philosophy of nonviolent resistance was built on kindness and respect for all people. He showed that through kindness, we can make a big difference in the world.
- **Princess Diana:** Known for her compassion and humanitarian work, Princess Diana used her platform to help people in need, always showing kindness and building strong relationships with those she helped.

- **Voice:** Soft, warm, and soothing. Ling speaks gently, offering support and care.
 - **Sample Phrases:**
 - “How can I help you feel better?”
 - “Let’s make sure everyone feels included.”
 - “Kindness makes everything better.”
- **Movement:** Gentle and flowing. Ling’s movements are graceful, showing care in every action.
 - **Gestures:** Reaching out to offer comfort, light touches, offering a helping hand.
 - **Facial Expressions:** Soft smiles, warm eyes, showing understanding and compassion.

- **How to Act Out the Dolphin:** Move fluidly, like you're swimming through water, staying close to others and showing emotional intelligence in every movement.



Amin & Gold Bear

Responsibility & Leadership

The Guardian



- **Ethnicity:** Pakistani
- **Value:** Responsibility and Leadership—Amin represents structure, reliability, and leadership.
- **Personality Traits:** Confident, organized, and dependable. Amin always ensures everything is running smoothly and everyone knows their role.
- **What He Teaches Preschoolers:** Amin teaches kids the importance of being responsible, following through on promises, and leading by example.
- **Skills Taught:**
 - Responsibility
 - Leadership through example
 - Trustworthiness



Famous People Like Amin:

- **George Washington:** As the first U.S. president, Washington took his responsibilities seriously and helped build a strong foundation for the country. He believed in leading by example and staying organized.
- **Ruth Bader Ginsburg:** As a Supreme Court justice, Ginsburg was known for her dedication to fairness and responsibility. She always worked hard to make sure justice was served, showing that responsibility can change the world.

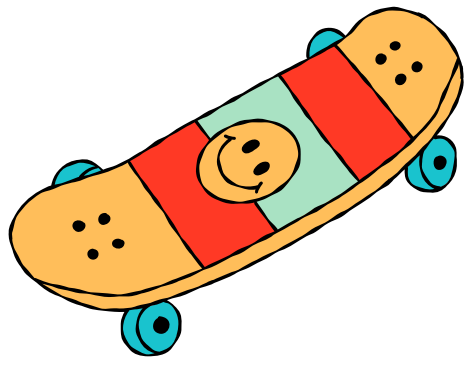
How to Bring Amin to Life:

- **Voice:** Strong, confident, and clear. Amin’s tone shows leadership and dependability.
 - **Sample Phrases:**
 - “Let’s stay focused and get things done.”
 - “We can finish if we work together and stay organized.”
 - “Being responsible means others can count on you.”
- **Movement:** Strong, purposeful movements that reflect leadership and control.
 - **Gestures:** Pointing to tasks, directing others, standing tall to lead.
 - **Facial Expressions:** Focused and serious when organizing, but with a confident smile when guiding others.

Mascot: The Gold Bear is strong and protective, symbolizing Amin’s leadership and reliability.

- **How to Act Out the Bear:** Move with strength and purpose, standing tall to represent stability and control.

CESAR & ORANGE WOLF



Courage &

Adventure



The Hero

- **Ethnicity:** Latinx
- **Value:** Courage and Adventure—Cesar is all about being brave, taking risks, and seeking out new adventures.
- **Personality Traits:** Bold, energetic, and adventurous. Cesar encourages others to face their fears and try new things.
- **What He Teaches Preschoolers:** Cesar teaches kids that courage is about facing fears and trying new things, even when it’s difficult.
- **Skills Taught:**
 - Bravery
 - Action-oriented problem solving
 - Resilience



Famous People Like Cesar:

- **Cesar Chavez:** Chavez fought for the rights of farmworkers in the U.S., leading peaceful protests and standing up for social justice, even when it was dangerous. His courage inspired others to fight for their rights.
- **Malala Yousafzai:** Malala stood up for girls’ education in Pakistan, even after being attacked. She showed incredible courage by continuing to speak out for the rights of girls worldwide.

How to Bring Cesar to Life:

- **Voice:** Bold, energetic, and motivating. Cesar’s voice is full of excitement and encouragement.
 - **Sample Phrases:**
 - “Let’s do it! Don’t be afraid!”
 - “You’re braver than you think—let’s give it a try!”
 - “Adventure is waiting for us!”
- **Movement:** Fast and energetic. Cesar moves with purpose, always ready to take on a new challenge.
 - **Gestures:** Big, sweeping arm motions, jumping with excitement, high-fives.
 - **Facial Expressions:** Wide smiles, eyes full of excitement, always encouraging others.

Mascot: The Orange Wolf is fast, fearless, and adventurous, always ready to lead the pack.

- **How to Act Out the Wolf:** Move quickly and boldly, showing excitement and a willingness to face challenges head-on.

Bringing It All Together: The Core Four

The Core Four CC Kids represent the four core mindsets that help us succeed in life:

- Albert (Green Mindset) helps us stay curious and love learning.
- Ling (Blue Mindset) reminds us to be kind and build strong relationships.
- Amin (Gold Mindset) shows us the value of being responsible and organized.
- Cesar (Orange Mindset) encourages us to be brave and try new things.

These four characters help us develop our individual strengths. But to achieve even greater things, we need to combine those strengths through teamwork and synergy. That’s where the Synergy Kids come in.

In the next chapter, we’ll meet the Synergy Kids and discover how they bring all these strengths together, helping us create something even greater than what we can achieve on our own.



Albert & Green Owl



Ling & Blue Dolphin



Amin & Gold Bear



Cesar & Orange Wolf

CHAPTER FIVE

Meet the Synergy Kids—Leveling Up Your Mindset IQ

You’ve already gotten to know the Core Four and their awesome mindsets—Gold, Blue, Orange, and Green—each representing key strengths. But now, it’s time to level up your Mindset IQ with the next big thing: the Synergy Kids! They’re here to show you how combining the Core Four mindsets creates something even stronger.

Think of it like this: the Core Four give you the tools, but the Synergy Kids teach you how to use them together to unlock serious teamwork power. Synergy is all about taking those strengths—responsibility, kindness, courage, and knowledge—and bringing them together to create something incredible. It’s how you level up and become even more connected to yourself and your team.

So, get ready to meet the Synergy Kids. They’ll show you how to turn individual mindsets into the ultimate combo for solving problems, building better relationships, and taking on challenges. Time to power up your Mindset IQ with the Synergy Kids!



Kai & Rainbow MetaHawk



Martin & Red Lion



Temple &
Purple Elephant



Cali &
GM Hummingbird

KAI & RAINBOW METAHAWK

The Synergizer

SYNERGY & TEAMWORK

- **Ethnicity:** Kai uses a wheelchair and is a person with a physical disability.



Famous People Like Kai:

- **Franklin D. Roosevelt:** Despite being in a wheelchair, Roosevelt led the U.S. through some of its toughest times by uniting people and creating synergy across the nation.

What Synergy Means:

- **Combining Strengths:** Kai teaches that when everyone brings their unique skills, the group becomes unstoppable.

Bringing Kai to Life:

- **Voice:** Confident and inclusive, Kai's voice makes everyone feel important and valued.

- **Sample Phrases:**

- “We haven’t figured it out yet, but together we can!”
- “When we combine our strengths, we become unstoppable!”
- “Synergy is our superpower—it’s how we level up!”

- **Movement:** Smooth and purposeful, as if guiding the team to success. Kai moves in a way that shows she's bringing everyone together.

- **Gestures:** Welcoming hand gestures, and encouraging others to share their ideas.
- **Facial Expressions:** A bright smile that makes everyone feel included and ready to contribute.

Mascot: The Rainbow MetaHawk symbolizes Kai's ability to soar above challenges and unite everyone's talents to reach new heights.

- **How to Act Out the MetaHawk:** Glide confidently, always watching for ways to bring people together and create synergy.

Martin & Red Lion

The Advocate

Mutual Respect & **Fairness**

- **Ethnicity:** African American
- **Value:** Mutual Respect and Fairness—Martin teaches that respect and fairness are the foundation of strong teams. He's all about making sure everyone is treated equally and that justice is served.

Famous People Like Martin:

- **Martin Luther King Jr.:** A leader in the civil rights movement, King stood for justice and fairness for all, showing how standing up for what's right can create lasting change.
- **Nelson Mandela:** Mandela fought against apartheid in South Africa, ensuring that fairness and equality were available to everyone, no matter their background.



What Mutual Respect Means:

- **Fairness for Everyone:** Martin shows that fairness means treating everyone with respect and making sure no one is left behind.
- **Standing Up for Justice:** Respect involves speaking up for others when things aren't fair and making sure justice is served.
- **Listening to Others:** Martin encourages listening to everyone's ideas, even if they're different because mutual respect strengthens the team.

Bringing Martin to Life:

- **Voice:** Strong and determined, Martin’s voice inspires others to stand up for fairness and justice.
 - **Sample Phrases:**
 - “Everyone deserves respect—let’s make sure it happens.”
 - “We have to stand up for fairness, no matter what.”
 - “Listening to others is how we build a fairer world.”
- **Movement:** Confident and purposeful, always standing tall and showing fairness in every action.
 - **Gestures:** Pointing out injustices, and offering support to those who need it.
 - **Facial Expressions:** Serious when talking about fairness, but warm when building respect and inclusion.

Mascot: The Red Lion represents strength and justice, always ready to protect those who need it.

- **How to Act Out the Lion:** Move with power and purpose, always making sure fairness and respect are at the heart of everything you do.

The Caregiver

- **Ethnicity:** Temple is a person with autism.
- **Value:** Compassion and Caring Action—Temple shows that compassion isn't just about feeling for others—it's about doing something to help them. She teaches that taking action when someone is in need is the ultimate way to show you care.

- **Temple Grandin:** As an advocate for autism and humane animal treatment, Grandin's work has shown that understanding and compassion can lead to incredible change.
- **Mother Teresa:** Known for her lifelong dedication to helping the poor, Mother Teresa showed that compassion means stepping up and taking action to make the world better for those who need it most.



- **Noticing Others' Needs:** Temple shows that compassion starts by noticing when someone is hurting or in need of help.
- **Taking Action:** Compassion isn't just a feeling—it means stepping in to help someone when they need it most.
- **Empathy and Understanding:** Temple helps others see that understanding someone's feelings is the key to offering the right kind of help.

- **Voice:** Gentle and thoughtful, focused on how to help others.
 - **Sample Phrases:**
 - “How can we make things better for them?”
 - “When we show compassion, we take action to help.”
 - “Compassion is caring through what we do, not just what we feel.”
- **Movement:** Slow, steady, and caring, Temple moves with the purpose of helping others.
 - **Gestures:** Offering a hand, comforting others through action.
 - **Facial Expressions:** Calm and caring, with soft eyes that show understanding.

- **How to Act Out the Elephant:** Move slowly and gently, always thinking about how to help those in need.

Cali & GM Hummingbird

GROWTH MINDSET



Lifelong Learner

THE GROWTH SEEKER

- **Ethnicity:** Native American
- **Value:** Growth Mindset—Cali is all about embracing challenges and believing in the Power of Yet. She teaches that with effort and perseverance, we can always get better, learn more, and grow stronger.

Famous People Like Cali:

- **Walt Disney:** After being fired for "lacking imagination," Disney didn't give up. He believed in the Power of Yet, knowing that his success was just around the corner if he kept trying.
- **J.K. Rowling:** Rejected by 12 publishers before Harry Potter was accepted, Rowling kept pushing forward, believing that success would come through perseverance.
- **Oprah Winfrey:** After being fired from her first TV job, Oprah used the setback as motivation, growing into one of the most influential people in media.



What Growth Mindset Means:

- **Learning from Mistakes:** Cali shows that mistakes aren't failures—they're steps on the way to getting better.
- **Effort Over Talent:** She teaches that hard work and practice are more important than natural talent. Growth happens with effort.
- **Resilience:** Cali encourages everyone to keep trying, knowing that they may not succeed yet, but they will with time and effort.

Bringing Cali to Life:

- **Voice:** Bright and enthusiastic, Cali's voice is full of positivity and encouragement.
 - **Sample Phrases:**
 - "Mistakes help us grow—let's try again!"
 - "We haven't done it yet, but we can with effort!"
 - "Never give up—there's always more to learn."
- **Movement:** Quick and lively, reflecting Cali's excitement for learning and growth.
 - **Gestures:** Thumbs up, clapping for encouragement, always offering a hand to help others.
 - **Facial Expressions:** Bright smiles, showing her optimism and belief in the Power of Yet.

Mascot: The GM Hummingbird represents Cali's constant pursuit of growth and learning, always moving toward new challenges.

- **How to Act Out the Hummingbird:** Move quickly and energetically, always excited to grow and learn from every challenge.

The Synergy Kids show how combining strengths, standing up for fairness, showing compassion, and embracing a growth mindset can help you level up your Mindset IQ. Whether it's through teamwork, justice, compassion, or learning, they remind us that there's always more to achieve when we work together and keep growing!

CHAPTER SIX

Mastering Puppet and Mascot Performances—Making Learning Fun!

You’ve met the Core Four and the Synergy Kids, and now it’s time to take your skills to the next level! Whether you’re using puppets or rocking a full-on mascot costume, you’re here to teach younger kids important lessons about teamwork, courage, kindness, and growth—all while making it fun! The goal is to create a performance that gets kids laughing, dancing, and learning without them even realizing it. Let’s dive into what it takes to master your performance with music, games, crafts, and dance, so the kids are not just watching—they’re having a blast right along with you!



Step 1: Get Into Character—Whether You’re a Puppet or a Mascot

Bringing the CC Kids to life is all about becoming the character. Whether you’re working with a puppet or moving around in a mascot costume, your job is to make them feel real and relatable. Plus, it’s way more fun when you get into character!

How to Get Into Character:

- **Know Your Role:** Every character stands for something. If you’re playing Cesar, get pumped up to be bold and take action! If you’re Ling, think about how to be extra kind and caring. Live and breathe their values.
- **Use Your Voice:** Voice is key for making your character stand out. Make sure Cesar’s voice is loud and full of energy, while Temple’s voice is more calm and gentle. You can even play around with different tones and pitches to make your character extra memorable.
- **Move Like Your Character:** Mascots need big, exaggerated movements since the audience can’t see your facial expressions. If you’re using a puppet, think about how they’d move. Is Albert slow and thoughtful? Is Cali quick and always on the go? Let their personalities shine in how they move.

Step 2: Build a Skit That’s Fun AND Teaches Something

When you’re building your skit, the main goal is to teach a lesson—but don’t forget to make it super fun! You’ve got puppets or mascots, so use them to make the kids laugh, dance, and think. Here’s how you can mix in fun with the learning:

- **Start with a Problem:** Every skit needs a problem to solve. Maybe the characters want to play different games, or one needs help finishing a craft project. Set it up so the kids wonder, “How are they going to fix this?”
- **Add Music:** Music can make any skit more fun. When the characters solve the problem, celebrate with a dance party! Even better, get the kids clapping or dancing along to the beat.
- **Let the Characters Move:** Add dance moves or goofy actions as the characters think about how to solve the problem. Imagine Cali doing a silly dance when she gets a great idea, or Cesar leading a victory dance when the problem is solved.
- **Wrap-Up with a Lesson:** The best part is when the characters come together and solve the problem. Use teamwork, kindness, or courage to show how everyone’s strengths work together, and finish with a clear lesson for the kids.



Step 3: Rehearse Like a Pro (and Have Fun While Doing It!)

Before you hit the stage or start filming, make sure you practice. Whether you’re using a puppet or a mascot costume, you need to get comfortable with the character and make sure everything flows smoothly. Oh, and have fun with it—rehearsing should be exciting, not boring!

- **Practice with Props and Music:** Got a song in your skit? Practice your timing. Got a craft project as part of the story? Practice showing the kids how to make it using your puppet or mascot.
- **Teamwork, Teamwork, Teamwork:** Skits are all about working together. Make sure you and your teammates know when to jump in with your lines or movements. Sync up with your music, props, and dance moves to keep the skit flowing.
- **Keep It Fun:** Make sure you’re having fun during practice! If you’re excited and having a good time, that energy will come through when you perform for the kids.



Step 4: Rock the Show—Make It Fun for the Kids!

Now that you’ve rehearsed, it’s time to put on the show! This is where everything comes together. Your job is to teach the younger kids important lessons, but you also want them to have an amazing time. Here’s how to make the show super engaging:

- **Get the Kids Involved:** Don’t just talk to the kids—get them to join in! Ask them questions, get them to clap along to the music, or ask for their help in solving the problem. Let them feel like part of the skit!
- **Play Games with the Characters:** Add a fun game to the skit, like “What Would You Do?” Let the kids shout out how they’d be kind like Ling or brave like Cesar in different situations.
- **Crafts for Extra Fun:** Include a quick craft project as part of the story. Maybe the characters work together to make something fun like a friendship bracelet, and the kids can follow along. It’s a great way to combine creativity with learning.
- **End with a Dance Party:** Wrap up your skit with music and dance. Let the characters show off their moves, and invite the kids to join in. A group dance party is the perfect way to celebrate the lesson learned!

Step 5: Reflect, Improve, and Keep the Fun Going

Once your performance is over, it’s time to reflect. How did it go? Did the kids have fun? Did they understand the lesson? What could you add to make the next performance even more epic?

- **Talk About What Worked:** What did the kids love? Was it the music? The games? The characters’ voices? Talk with your teammates about what went well and what you could make even better next time.
- **Ask for Feedback:** Teachers or leaders might have some cool ideas to help you improve. Ask for feedback so your next skit can be even more awesome.
- **Keep Practicing:** The more you rehearse and perform, the better you’ll get. Keep having fun, and you’ll be a pro at bringing the CC Kids to life!





Don’t Forget to Remember:

- 1. **Be True to Your Character:** Whether you’re using a puppet or a mascot costume, stay true to the character’s values, voice, and movements. Make them come alive!
- 1. **Make Learning Fun:** Use music, games, crafts, and dance to keep the kids excited and engaged. The more fun they’re having, the more they’ll learn!
- 1. **Practice is Key:** Rehearse your lines, movements, and timing. The more you practice, the smoother your performance will be.
- 1. **Teach a Lesson:** Every skit should end with a takeaway. Make sure the kids leave understanding something important—whether it’s teamwork, kindness, or courage.
- 1. **Work Together:** Just like the Synergy Kids, teamwork makes everything better. Support your teammates, and help everyone shine in the performance.

Now you’ve got everything you need to master puppet and mascot service learning! Remember, learning should be fun, and you have the power to make it an unforgettable experience. Whether you’re using puppets or mascots, adding music, games, crafts, and dance will help the kids connect with the CC Kids and learn valuable lessons. So go out there, have fun, and make a difference through your performances!

CONCLUSION



Why Being a CHAMPS Mentor Makes You a Real-Life Hero

You’ve learned how to bring the CC Kids to life through puppets and mascots, and how to teach younger kids the same powerful lessons about teamwork, courage, kindness, and a growth mindset that you’re learning. But here’s the thing: you’re not just doing puppet shows or fun skits—you’re stepping into a role that matters. You’re becoming a mentor, a role model, and a leader. And that’s HUGE. As a CHAMPS Mentor, you’re part of something way bigger than just performing—you’re out here shaping the future. You’re showing kids how to “Be Like the CC Kids”, and at the same time, you’re helping them see that they’re already awesome, just as they are. They’re valuable, lovable, and capable—and no one can take that away from them, no matter what.

Teaching Kids to Be Like the CC Kids (While Also Being Themselves)

Here’s the magic: you’re showing these kids that it’s possible to be like Cesar with his courage or like Ling with her kindness, but at the same time, they can still be themselves. Being like the CC Kids isn’t about copying—it’s about taking what’s good and adding it to the awesome person they already are.

You’re helping them see they can be brave like Cesar, responsible like Amin, or growth-focused like Cali—while still being uniquely them. And here’s the kicker: you’re not just teaching them how to be better for today—you’re giving them tools that’ll stick with them for life.

Building Compassionate Wellbeing Communities (Yep, You’re Doing That!)

You’re also creating something bigger than you might realize. By helping these kids learn respect, compassion, and teamwork, you’re building compassionate wellbeing communities. What does that mean? It means you’re showing them how to treat themselves and others with kindness and respect. It’s like you’re planting seeds of positivity that’ll grow into strong communities where everyone feels like they belong and have something to offer.

Whether it’s at school, at home, or with friends, the lessons you’re teaching will make those places better. You’re not just shaping kids—you’re helping build communities that care.





The Impact You’re Making Right Now:

- **For the Kids:** You’re showing kids that they’re strong, they matter, and they have the power to make good things happen in their lives. You’re giving them the confidence to take on the world.
- **For Your Community:** The lessons you teach are helping create more connected, compassionate communities. You’re part of something that brings people together in a positive way.
- **For Yourself:** You’re learning too! As a mentor, you’re stepping into leadership, growing your own skills, and finding out just how much of a difference you can make.

Your Videos Will Keep Making a Difference

Here’s another reason why what you’re doing is so powerful: the videos you make won’t just help the kids in front of you—they’ll reach even more kids and families over time. Every time someone watches your video, your message lives on. You’re creating something that’s going to inspire others again and again.

The lessons you’re teaching today—about being kind, brave, and responsible—are going to keep spreading. Your impact will go way beyond your performance. Pretty cool, right?

Why What You’re Doing Matters (More Than You Know)

Being a CHAMPS Mentor isn’t just about having fun (though that’s part of it!). It’s about leaving your mark on the world. Every skit you perform, every conversation you have, and every lesson you teach is going to stick with these kids. You’re showing them that they’re valuable, lovable, and capable and that they can be like the CC Kids while still being 100% themselves.

And because of the videos you’re creating, your message will keep reaching more and more people. What you’re doing is creating real, lasting change—you’re making the world a better place, one skit, one kid, and one video at a time.



What You’re Getting Out of This (Spoiler: A Lot)

1. **Empowering Others:** You’re giving kids the tools to believe in themselves and stand strong, no matter what comes their way.
2. **Making a Lasting Impact:** Your videos will keep spreading the CC Kids’ message far and wide, helping even more kids learn these life-changing lessons.
3. **Building Stronger Communities:** You’re creating communities where people treat each other with respect and kindness. That’s a legacy that’ll last.
4. **Developing Leadership Skills:** You’re growing into a leader, learning how to inspire, teach, and make a real difference.
5. **Personal Growth:** Just like the CC Kids, you’re learning about yourself—your strengths, your abilities, and how you can make the world better.
6. **Changing Lives:** Every skit, every performance, and every video is your chance to make someone’s day better—and maybe even change their life.

Ready to Be a Leader? You Already Are.

Here’s the deal: you’re already making a massive impact as a CHAMPS Mentor. You’re teaching kids that they’re valuable, lovable, and capable, and you’re helping them see how they can be like the CC Kids while staying true to themselves. That’s no small thing—that’s life-changing.

So go out there, keep having fun, keep growing, and keep spreading the lessons of compassion, respect, teamwork, and growth. You’re a leader. You’re making the world a better place. And guess what? The world needs more leaders like you.

