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Dance Ninjas Mission & Team Code of Honor

How we interact can have a bigger impact on the world than merely improving people's dancing. Let's keep asking: Who can we be to make that impact?

DANCE NINJAS MISSION

Help dance instructors create loads of passionate kickass students...that make every dance amazing!

Kiss mediocrity goodbye!

Provide opportunities for *the entire world* to Make Every Dance Amazing... where Life = Dance

Let's inspire dancers to strive to make every dance, every interaction, and every life amazing so they don't have to wait for the "right" circumstances in order to have that amazing dance. This is about providing opportunities that inspire everyone to want to take action for increasing the amount of amazingness in their lives and to want to recognize where they are missing this so they can improve.

Although, this mission is pretty much impossible, having it can push us to be better than we ever imagined we could be.

To review the 4 important aspects of this mission (bolded above), [click here](#).

Examples:

- In Dance, instead of:
 - dancing with someone and thinking “Oh, they don’t do it right”,
 - we dance with someone and think “How do I make the way they dance feel/look/be amazing?”
 - thinking “I can’t have an amazing dance because I don’t like this song”,
 - we think “How do I have an amazing dance to this song?”
 - saying “This way of dancing is the best way”,
 - we say “this way of dancing makes it easier to do A and harder to do B”
 - thinking we are not good enough to dance with a World Champion or any other amazing dancer
 - we ask “How could I give this person an amazing dance?” and then go do that
 - blaming others (my partner, the music, the atmosphere, the dance floor, etc...)
 - we take action and find ways to make every dance amazing!
- In Life, instead of:
 - thinking “It is their fault because they didn’t understand what I meant”
 - we think “How can I make my meaning more clear?”
 - saying “They cheated me”
 - we say “How can I make sure I don’t feel/get cheated?”
 - telling myself “I can’t do that because I don’t know how.”
 - we ask “What would I need to learn so that I could do that?”

We might not always succeed in this mission of making every dance amazing, but by simply having this mission, we will succeed a lot more often than if we leave it to

someone else (or chance) to make the dances (and our lives) amazing for us.

TEAM CODE OF HONOR

A code of honor is sort of like a set of rules or guidelines to follow but the phrase "code of honor" reminds us that these codes are not about following rules for the sake of rules, but instead about being who we want to be and doing what needs to be done to uphold who we want to be... to uphold our honor. Here is our code of honor.

It can be remembered by the Anagram, "TEAM'S ABC...D".

T = Take Action.... And Ask Ourselves How?

E = Ever Growing & Always Sharing

A = Ask For What We Want AND Be Ok Not Getting It... From Them

M = Mission Comes First

S = Share Fears Quickly

A = Answer All Questions... Briefly

B = Boldly Honor All Agreements & Say No When Appropriate

C = Call It with Care... or Celebration... Even Yourself

D = Do Impressive Things!

T = Take Action... And Ask Ourselves How?

- We don't blame, justify, or expect actions without asking for them.
- When things aren't going the way we want, we always ask ourselves, "What action can I take to make this what I want?"
- Examples:
 - I set deadlines with people all the time, but they don't always follow them. So instead of saying "I can't do anything about it" and waiting for them to finish, I find a way to solve the problem. I can set my expectations ahead of time (like this code of honor), or have them set a reminder, or find someone else to work with, or make any other changes that will ensure my success. The point is, I take actions to get what I want.
 - Someone keeps misinterpreting my instructions. Instead of saying "They don't understand me and there is nothing I can do", again, I solve the problem. I try to talk in their language and understand them, or I can ask them to repeat my instructions back to me, or I can watch them do the first of a series of repetitive tasks and make sure to help them until they get it right, or I can ask them why they misinterpreted my instructions and try to problem solve it, or I can find someone else to work with, etc.
- We don't engage in "stories" or feedback on feedback.

E = Ever Growing & Always Sharing

- Dance Ninjas commit to continuous personal development so that we can have more and more amazing dances, as well as more and more amazing experiences, relationships, and lives. It is essential to our mission!
- Each week, we will share:
 - Current Task(s) & Status

- Past Task(s) Accomplished
- Additional Task(s) Accomplished

- *In order to share your progress, you have to make progress or admit it when you don't.*
- Skipping a week IS permitted and expected! Still, we ask that you declare it.
- By following our Code of Honor, we can grow immensely! Sharing Fears Quickly, Boldly Honoring All Agreements, Taking Action, and Calling It with Care will all create great opportunities for us to grow in confidence & character... exciting!
- We endure pressure & challenges as that is how we learn, grow, and realize greatness! It will bring out the best in us.
- The people you spend the most time with are the people who you become.

A = Ask For What We Want AND Be Ok Not Getting It From Them

- If we don't ask for what we want, we are much less likely to get it. So always ask!
- At the same time, if we can't be ok without getting what we want from someone, we are likely to either be unhappy, or we might force others to do things they don't want to do (which isn't inline with our mission of making every interaction amazing).
- *This is the whole basis of the Dance Ninjas volunteer system. I am asking for help from you all. The important thing for you all to know is that I am 100% ok with you saying no. In fact, I expect it to happen often! Please feel free to do the same with me and give me the same right to say no.*
- Asking For What We Want is also a form of Calling It with Care and Team Members have 2 more aspects of Calling It With Care that are important to mention.
 - Call Yourself!
 - The highest form of leadership is being able to publicly call yourself and apologize. Great team players know before anyone else if they need to be called and they don't wait for

someone else to call it. Be aware and call yourself quickly.

- EVERYONE needs to Call it with Care!!!
 - If it's left to a "higher authority", boss, organizer, or teacher to call it, we don't have a real team. A great team will live on without it's leader and that is what we want to create... a great team. The mission and code should be in our culture and everyone on the team will either help support, neutralize, or weaken our code with each action they take. With each action you take, which are you going to be?

M = Mission Comes First - Make Every Dance Amazing

- Constantly be working to Make Every Dance Amazing (in Dance & in Life).
 - Others will take you more seriously when they see you upholding the mission and the code in every aspect of your life.
- Everyone Shares Dance Ninjas with Everyone!
 - If we truly believe in our mission and our code, not telling people about Dance Ninjas would often be in direct violation of our mission and many of our codes. Don't let fear keep you from sharing!
 - Share the vision, attitude, code, ideas, examples... share everything!
 - Share with everyone! Dancers, teachers, organizers, vendors, investors, staff, yourself, everyone!
 - Commit 100%! If you don't, it will subconsciously tell yourself and others that you don't 100% believe in what you are doing. If you do, it will tell yourself and others that you do fully believe in what you are doing.
- When making tough decisions, ask yourself, "What decision would fit best with our mission?"
 - When in doubt, first support the mission, then support the code & the team.
 - If you notice the code or the team doesn't support the mission in a specific circumstance, don't blindly follow. Do what you think best upholds the mission and explain the circumstance to the team so we can improve!
- Nothing is below us if it best helps the mission!

S = Share Fears Quickly (& preface if needed)

- This may seem like a strange rule for a dance team, but it is often a fear that holds us back from having more amazing dances (and lives). Sharing your fears will help get rid of those fears and allow you to have many more amazing dances (and relationships) throughout your life. Don't let your fears control you!
- Tell the person about this rule & ask if it is ok to share your fear. It helps the person be more accepting & understanding.
 - "I have a rule that if I have a fear, I have to share it and I have a fear involving you. Do you mind if I share it with you?"
- If you notice you feel the need to preface your fear, then preface it.
 - "Before I state my fear, I want to preface it by saying..."
 - ...that I feel like it is a silly fear.
 - ...my goal is not to have a specific outcome, so you are free to be 100% honest with me about what you want. Please don't feel like you need to help me overcome my fear because I am overcoming it by stating it.
 - More Example Prefaces
- Example Fears that I have shared & how they helped me:
 - Keep dancing or Stop dancing
 - Wanting to have sexy dances without it meaning I want to date you
 - Pricing for my private lessons
 - Wanting to get credit for my work without being arrogant
 - Beautiful vs Cute & vice versa
- Stick with all miscommunications until they are resolved
 - You won't always explain your fear well the first time the words come out of your mouth. If you leave the conversation unresolved, sharing the fear will probably have done more harm than good. Still, don't let the fear of them not understanding hold you back from sharing. Share & then Take Action to find a way for them to understand!
 - Don't give up to "keep the peace". This is harmful in the long run. Stick with it until you get the lesson behind it. If you're upset about something, it means there is something to learn, an opportunity to get to the truth. Not somebody to blame, not some way to be a victim, but

something to learn.

- Dance Ninjas is a safe place to discuss, process, and even laugh at our fears, problems, & mistakes. We will have fears and problems, make mistakes and miscommunications, and we will resolve them.

A = Answer All Questions... Briefly

B = Boldly Honor All Agreements & Say No When Appropriate

C = Call It with Care... or Celebration... Even Yourself

- All Dance Ninjas Team Members agree to uphold the ["ABC" Volunteer Code of Honor](#)

D = Do Impressive Things!

- Each one of us has our own ways that we can be impressive. They will come naturally to us and they will be obvious for us. But not everyone takes these opportunities when they see them. When you see a way that you can be impressive, go for it! Be Impressive!
- None of these are required, but they would all be impressive. Choose the ones that work for you and do them whenever it is easy to do so!
 - Be Early
 - Set deadlines that push you
 - Solve Problems
 - When in doubt, take action
 - Be A Leader
 - Have a sense of humor
 - Keep An Open Mind
 - Decide what the most important thing for the day is and do that first
 - More Examples of Being Impressive

That is it. This is the Dance Ninjas Team Code of Honor, "TEAM'S ABC...D".

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If you are excited about the Dance Ninjas Mission & Code of Honor, then you might be a great fit for the Dance Ninjas Team! Email AndrewSutton@DanceNinjas.com to express your interest in joining the team!

Have Questions or Want To Suggest Code Edits/Additions? [Do So Here!](#)

[Click Here To View: What Is Needed, Why, How It Will Work, & More](#)

IGNORE THIS COMMENT on some OLD ANAGRAM INFO & ALL BELOW REFERENCE MATERIAL

- *Every Monday by 8am (PST) we send an email to the group including 2 topics:*
 - Your **Current Task(s)**, the **Status**/stage of each task, when it will be **Finished**, & what is **Needed** to finish it
 - *Current Task Examples*
 - *Current Task = fix Dance Ninjas website*

- *Status = half done... I have the ideas formulated for how to make it look good in all browsers*
- *Finished = by Friday*
- *Needed = to spend 2 hours implementing my ideas*
- *Your **Task(s)** for the upcoming week & how you will **Accomplish** them*
 - *Upcoming Task Examples*
 - *Task = edit 1 video*
 - *Accomplish = watch it and give suggestions within the next 2 days so I have time to implement everything asap*

Stuff To Save Elsewhere or Delete

Additional Code Of Honor Notes

Why do we have a Code Of Honor?

Four main reasons

1. To get stuff done.

A. If you don't answer certain questions, then stuff doesn't get done.

B. If I can't expect you to do what you say you will do, then I can't get stuff done.

C. If we can't call each other on it when we don't do things, then stuff doesn't get done.

2. To make smart decisions.

When emotions or stress are high, intelligence is low: Have you ever said something to someone when you were upset that later you wish you hadn't said? High emotion often equals low intelligence. Having a code helps you make smart decisions even at these times.

Without a code of honor, people act on instinct (especially when the heat is on). People do what they think is best based on THEIR feelings, not the groups.

In the absence of rules, people make up their own. Biggest collisions in life occur when people play by different sets of rules.

3. To be who we want to be.

They can take away your money, possessions, friends, health, and what you are left with is your honor.

Long after we are gone, people will remember us more for what we stood for than what we did. For example, we all know Martin Luther King stood for ending segregation but what exact things did he do to make that happen?

The most effective teams and famous people have all lived by some Code Of Honor that helped them be who they wanted to be.

4. To get us thru the tough times.

A code is not going to make everyone happy 100% of the time. It can cause upset, confrontation, and put people on the spot. Ultimately, it protects every member of the team (especially when the heat is on).

It's not always going to be "easy" because of our conditioning: cooperation in class was viewed as cheating, getting help on your homework = bad, we are not used to working on teams... but here is

another way to look at it:

Dr. Jerry B. Harvey defines cheating as “the failure to assist others if they request it.” because by only taking care of yourself, you jeopardize the results of the whole.

Additional Mission Notes To Save Elsewhere or Delete

I recently learned how to grow dance scenes very big, very fast. I am now bringing this concept to the world so every dance scene can thrive & not have to worry about making rent.

Sacramento, California: The Firehouse 5 went from averaging 32 dancers to 64 dancers on Wednesdays in less than 2 months. That is a 100% increase!

Eugene, OR: Was averaging 55 dancers at their weekly dances & within 7 weeks of implementing my strategy they had grown to averaging over 75 dancers (gaining 51 newbies in 57 days) & are now looking for a new venue that can hold more people. That is a 36.4% increase in attendance!

Edmonton, Canada: This scene only has 3 dances per month & even had to cancel one of their dances due to a lack of people. Still, within 3 months of my class, they gained over 32 new dancers & went from averaging 25 dancers to 40 each week. That is a 60% increase! Update: In the next 2 months, they gained 47 new dancers. It is growing!

We will make a HUGE difference in the world of dance!

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For more specific guidance on Making Every Dance Amazing, join Dance Ninjas online dance school. We have recreated traditional teaching methods so they help Make Every Dance Amazing.

Check it out here:

www.DanceNinjas.com

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