

Defining Your Values

Defining Your VALUES

An important part of defining your leadership priorities is getting clarity around the values which make you who you are. Your values are the foundation of who you are as a leader. When times get tough – you call on your values, they are the basis for which you stay grounded along a path of congruent leadership. Your values are the operating principles that form the base of your belief system - you take your values with you wherever you go. To understand your values more deeply, take note when something occurs that bothers you and ask yourself why it makes you upset. Chances are one of your values is being violated.

Part I. Identifying Your Values

- Read the list of values below and **circle** the words that you feel really fit you. **NOTE: This list is meant to spur your thinking -- Feel free to add values that you don't see on the list.**
- **Draw a line** through the words that really *don't* fit you.
- Look at the words you circled as a “fit” for you and **put an asterisk** by the 10 that you feel most closely fit your values.
- From your list of 10 words, **select the top five** words that you feel most closely articulate your values. Write these five words on page 2 in order of priority.

Accessibility	Courage	Growth	Prosperity
Accomplishment	Creativity	Harmony	Punctuality
Accountability	Curiosity	Health	Realism
Accuracy	Dependability	Honesty	Recognition
Adaptability	Determination	Honor	Relaxation
Adventure	Devotion	Humor	Reliability
Affection	Dignity	Imagination	Resourcefulness
Affluence	Directness	Impact	Respect
Altruism	Discipline	Independence	Security
Ambition	Diversity	Integrity	Self-control
Assertiveness	Efficiency	Intelligence	Sensitivity
Balance	Elegance	Justice	Significance
Belonging	Empathy	Kindness	Sincerity
Bravery	Endurance	Knowledge	Speed
Calmness	Enthusiasm	Leadership	Spirituality
Celebrity	Excellence	Learning	Spontaneity
Challenge	Experience	Love	Stability
Charity	Expertise	Loyalty	Strength
Clarity	Fairness	Mindfulness	Structure
Cleverness	Faith	Optimism	Success
Comfort	Fame	Originality	Support
Commitment	Family	Passion	Sympathy
Compassion	Fidelity	Peace	Teamwork
Completion	Flexibility	Perfection	Understanding
Conformity	Frugality	Perseverance	Virtue
Contentment	Fun	Persuasiveness	Vision
Control	Generosity	Power	Wealth
Conviction	Grace	Precision	Winning
Cooperation	Gratitude	Professionalism	Zeal

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Part IIA. Defining your Personal Values

- In column one, write your top five values.
- In column two, include your *personal definition* of what that value means to you. Consider what behaviors you exhibit when you are fully living this value.

Value	Personal Definition / <u>Behaviors</u>
1.	
2.	
3.	
4.	
5.	

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Part IIB. Defining your Team Values

- In column one, write your team's agreed top five values.
- In column two, include your ***agreed definition*** of what that value means to you. Consider what ***behaviors*** you exhibit and how you will ***uphold each other*** to keep these values as part of your team norms.

Value	Team Definition / <u>Behaviors</u>
1.	
2.	
3.	
4.	
5.	

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Aligning your values

Aligning your values. If one of your values feels “out of line” with how you are showing up in the world explore lack of alignment is affecting your leadership – and what can you do to “realign” this value.

? *Thought Question: How would you show up differently if you were prioritizing this value?*

Part III. Action Planning – Value in Conflict

You might want to bring this work to your team conversations or your individual coaching work. Your action plan might focus on one of the following areas:

- **Values in conflict.** Identify times when your values conflict with the values of others and/or are in conflict with what you feel is being asked of you as a leader.
 - ? *Thought Question: What benefit would there be if you could navigate these conflicts more effectively?*
- **Hidden drivers of conflict that can affect well-being.** When our values might conflict with our identity, as a health-care provider, parent, partner. It can be difficult when your work environment does not put well-being as a priority. In the words of Brene Brown: “How do you say, ‘yes’ to rest and play in a culture where exhaustion is a status symbol?”. Below are some examples of how this may feel:
 - “I value excellence, so I don’t deserve to rest until all my work is done.”
 - “I value family so it feels selfish to take time to exercise when I should be spending time with my partner/children.”
 - “I am a care giver to others, so asking for help makes me feel like I’m not strong enough.”
 - ? *Thought Question: What could I do to re-frame this identified conflict?*

Value in Conflict	Reflection on Cause of conflict, and ways to reconcile and re-frame.
1.	
2.	
3.	

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Part IV. Creating a Values Statement

Clearly articulating your values can:

- help others know what to expect from you and what you might expect from them
- provide a basis for conversation when conflict arises
- cultivate a deeper awareness of what matters MOST to you.

Four Components of Values Statement:

1. *State your values (Can be one or more depending on context/purpose).*
2. *Share how those values are directly related to what others can expect from you.*
3. *Share what you will expect from others – through your values*
4. *Let others know what environment contributes to/brings out your “Best self”*

Jane Example:

1. State your values (Can be one or more depending on context/purpose).	Three of my core values are Teamwork, Fairness, and Accountability.
2. Share how those values are directly related to what others can expect from you.	How this shows up for me is that I have a strong preference to work in a collaborative team environment, where everyone is treated equally, listened to, and contributes to the team goals. If I tell you I'll do something – I'll do it, or let you know in advance and whenever possible have an alternative solution.
3. Share what you will expect from others – through your values	I find it very stressful when team members don't honor commitments, or communicate conflicts.
4. Let others know what environment contributes to/brings out your “Best self”	I am my best self in an environment that honors loyalty, and accountability and has fun together.

Practice crafting a message to share with your team and co-workers on what they can expect from you as a leader.

Values	What you can expect from me as a leader ... what I might expect from you.... What brings out the best in me..... what might be stressful for me....