Values Based Leadership

Mission and Values: How do they align?

A value is a belief, a mission, or a philosophy that is meaningful. Whether we are consciously aware of them or not, every individual has a core set of personal values. Values can range from the commonplace, such as the belief in hard work and punctuality, to the more psychological, such as self-reliance, concern for others, and harmony of purpose.

Turning values into value is a process of finding your way, finding what services work, finding what stirs your passion. How do you migrate toward them for yourself, your team, your organization? What happens when they don't line up?

The exercise below is a process that can be used to identify, communicate and discuss values among key staff, committees and systems.

**Step 1:** What are your top six personal values? Get out a piece of paper, make a list down the left side of the paper (leave room for a second column on the right), and think about your values for as long as you need. Feel free to use your experience of whether or not your values are reflected presently or in any past occupations.

*Example:* Respect, Nurturing, Trust, Openness to Change, Balance, and Sustainability.

**Step 2:** How are these values of value to your organization, department, customers or teams? Once you've determined what your values are, your second step is to create a value inventory for them. To the right of your list of values create a second column for the value of your values. Your paper should now have two columns – one for your list of values and one for how each of those values can add value for your company.

In making your two-column list, you may want to think back to times when you weren't happy. What values did the job or your company not allow you to develop? Which were the values most important to your happiness and integral to your effectiveness? Recheck your two-column list and make any necessary changes.

*Example:* Improved Communication, High Quality Care, Credibility, Innovative, Good Health and Morale, and Long-Term Performance.

**Step 3:** The third step uses the same process as we used for values – just expand your list to include your passions and skills as well. If you like, you can do this on the same piece of paper, but most people like to use a separate piece of paper for their two-column analyses of their passions and their skills. You would then have three pieces of paper, each with two columns – one for values, one for passions and one for skills.
Example: Core Competencies – Good Listening, Experienced at Parenting, Transparency, Close to Key Corporate Clients, Patient Educators, and Cutting-Edge Practices.

Step 4: The fourth step is to combine these three separate lists of values, passions, and skills into values-to-value strategies. Take the necessary time to develop three of your own values-to-value strategies, prioritizing them in terms of importance to you and ease of implementation in your environment. Then put one into action the next Monday.

Example: High priced, high quality services regularly updated by being on top of current research and expanded by evolving their services to meet changing parent and client needs.

This four-step process creates a values-to-value list, expanded to include passions and skills (or core competencies and key relationships) and then combined to develop three values-based personal strategies. Work on the list over time, refining it as situations develop and change, and capitalize on these changes by consolidating them into your leadership plans.

http://www.valuesbasedleadershipjournal.com/issues/vol1issue1/albion.php

Common Personal Values

<table>
<thead>
<tr>
<th>Accomplishment, Success</th>
<th>Friendship</th>
<th>Privacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accountability</td>
<td>Fun</td>
<td>Progress</td>
</tr>
<tr>
<td>Accuracy</td>
<td>Generosity</td>
<td>Prosperity, Wealth</td>
</tr>
<tr>
<td>Adventure</td>
<td>Gentleness</td>
<td>Punctuality</td>
</tr>
<tr>
<td>All for one &amp; one for all</td>
<td>Global view</td>
<td>Quality of work</td>
</tr>
<tr>
<td>Beauty</td>
<td>Goodwill</td>
<td>Regularity</td>
</tr>
<tr>
<td>Calm, quietude, peace</td>
<td>Goodness</td>
<td>Reliability</td>
</tr>
<tr>
<td>Challenge</td>
<td>Gratitude</td>
<td>Resourcefulness</td>
</tr>
<tr>
<td>Change</td>
<td>Hard work</td>
<td>Respect for others</td>
</tr>
<tr>
<td>Charity</td>
<td>Happiness</td>
<td>Responsiveness</td>
</tr>
<tr>
<td>Cleanliness, orderliness</td>
<td>Harmony</td>
<td>Results-oriented</td>
</tr>
<tr>
<td>Collaboration</td>
<td>Health</td>
<td>Rule of Law</td>
</tr>
<tr>
<td>Commitment</td>
<td>Honor</td>
<td>Safety</td>
</tr>
<tr>
<td>Communication</td>
<td>Human-centered</td>
<td>Satisfying others</td>
</tr>
<tr>
<td>Community</td>
<td>Improvement</td>
<td>Security</td>
</tr>
<tr>
<td>Competence</td>
<td>Independence</td>
<td>Self-givingness</td>
</tr>
<tr>
<td>Competition</td>
<td>Individuality</td>
<td>Self-reliance</td>
</tr>
<tr>
<td>Concern for others</td>
<td>Inner peace, calm,</td>
<td>Self-thinking</td>
</tr>
<tr>
<td>Connection</td>
<td>quietude</td>
<td>Sensitivity</td>
</tr>
<tr>
<td>Content over form</td>
<td>Innovation</td>
<td>Service</td>
</tr>
<tr>
<td>Continuous improvement</td>
<td>Integrity</td>
<td>(to others, society)</td>
</tr>
<tr>
<td>Cooperation</td>
<td>Intelligence</td>
<td>Simplicity</td>
</tr>
<tr>
<td>Coordination</td>
<td>Intensity</td>
<td>Skill</td>
</tr>
</tbody>
</table>
Creativity
Customer satisfaction
Decisiveness
Determination
Delight of being, joy
Democracy
Discipline
Discovery
Diversity
Dynamism
Ease of Use
Efficiency
Enjoyment
Equality
Excellence
Fairness
Faith
Faithfulness
Family
Family feeling
Flair
Freedom, Liberty
Justice
Kindness
Knowledge
Leadership
Love, Romance
Loyalty
Maximum utilization
(of time, resources)
Meaning
Merit
Money
Oneness
Openness
Other’s point of view,
inputs
Patriotism
Peace, Non-violence
Perfection
Personal Growth
Perseverance
Pleasure
Power
Practicality
Preservation
Solving Problems
Speed
Spirit, Spirituality in life
Stability
Standardization
Status
Strength
Succeed; A will to-
Success, Achievement
Systemization
Teamwork
Timeliness
Tolerance
Tradition
Tranquility
Trust
Truth
Unity
Variety
Well-being
Wisdom

http://www.gurusoftware.com/GuruNet/ValuesCenter.htm

Use 3 separate papers

List 6 personal values
List 6 Passions
List 6 Skills

1
2
3
4
5
6

The Value of your Values
The Value of your Passions
The Value of your Skills

Combine these three separate lists of values, passions, and skills into values-to-value strategies for yourself, your teams, your service.