

# *Leadership Impact Guide!*

*Understanding Your Personal Values*

# IGNITE Your Culture

The values and beliefs of leaders drive the culture of an organization. And the culture of an organization fuels its potential. In order to understand your organization's culture you need to first understand your own values. Values are the building blocks of culture.

## Take the ride to discover your personal values

Today, I invite you to participate in one of the exercises from my IGNITE Your Culture program – The Maze.

When wandering through a maze, you can get lost in no time. You may find yourself continually walking into dead ends, spinning around in circles, feeling as though you don't know where to turn. It can be very difficult to see the light at the end of the tunnel.



Life can often feel like wandering through a maze with the lights off. Having a clear set of values can help you navigate towards those things that mean the most to you. Knowing what your personal values are helps you to reduce backtracking and stay out of the thorny areas of duties that sap your energy. Instead of being overwhelmed by all the possibilities, honoring your values will keep you on a straight path towards your success.

## Taking the Ride

**Step 1:** Review the list of values on the next page and check off all of those that resonate with you or are important to you. It's not about "right" or "wrong" values. Select 15 – 20 words. Don't over think this part of the exercise.

**Step 2:** Looking at just the ones that are checked, group the words in the first column in the chart below that are similar until you have 4-6 groupings.

Looking at each group of words one at a time, pick a person, place or thing that represents this group of words. These are your core values.

<b>Grouping Your Personal Key Values (i.e integrity, respect, honesty)</b>	<b>Name the Value with a Person/Place/Thing</b>
1.	
2.	
3.	
4.	
5.	
6.	

## Personal Key Values

<input type="checkbox"/> Risk	<input type="checkbox"/> Grace	<input type="checkbox"/> Togetherness
<input type="checkbox"/> Impact	<input type="checkbox"/> Serve	<input type="checkbox"/> Empathize
<input type="checkbox"/> Design	<input type="checkbox"/> Learn	<input type="checkbox"/> Relate with God
<input type="checkbox"/> Sensations	<input type="checkbox"/> Guide	<input type="checkbox"/> Educate
<input type="checkbox"/> Expert	<input type="checkbox"/> Have fun	<input type="checkbox"/> Triumph
<input type="checkbox"/> Wealth	<input type="checkbox"/> Attractiveness	<input type="checkbox"/> Family
<input type="checkbox"/> Problem Solving	<input type="checkbox"/> Assist	<input type="checkbox"/> Support
<input type="checkbox"/> Imagination	<input type="checkbox"/> Locate	<input type="checkbox"/> Be passionate
<input type="checkbox"/> To glow	<input type="checkbox"/> Cause	<input type="checkbox"/> Instruct
<input type="checkbox"/> Honesty	<input type="checkbox"/> Sensual	<input type="checkbox"/> Score
<input type="checkbox"/> Gamble	<input type="checkbox"/> Being alone	<input type="checkbox"/> Harmony
<input type="checkbox"/> Stimulate	<input type="checkbox"/> Physical challenge	<input type="checkbox"/> Enlighten
<input type="checkbox"/> Conceive	<input type="checkbox"/> Uncover	<input type="checkbox"/> Win over
<input type="checkbox"/> Freedom	<input type="checkbox"/> Inspire	<input type="checkbox"/> Take risk
<input type="checkbox"/> Set standards	<input type="checkbox"/> Play games	<input type="checkbox"/> Loyalty
<input type="checkbox"/> Courage	<input type="checkbox"/> Quality	<input type="checkbox"/> Fame
<input type="checkbox"/> Encourage	<input type="checkbox"/> Improve	<input type="checkbox"/> Danger
<input type="checkbox"/> Assemble	<input type="checkbox"/> Magic	<input type="checkbox"/> Stability
<input type="checkbox"/> To feel good	<input type="checkbox"/> Influence	<input type="checkbox"/> Money
<input type="checkbox"/> Be entertained	<input type="checkbox"/> Venture	<input type="checkbox"/> Truth
<input type="checkbox"/> Coach	<input type="checkbox"/> Minister to	<input type="checkbox"/> Dominate field
<input type="checkbox"/> Innovation	<input type="checkbox"/> Locate	<input type="checkbox"/> Independence
<input type="checkbox"/> Community	<input type="checkbox"/> Power and authority	<input type="checkbox"/> Facilitate
<input type="checkbox"/> Competition	<input type="checkbox"/> Arts	<input type="checkbox"/> Privacy
<input type="checkbox"/> Faith	<input type="checkbox"/> Cooperation	<input type="checkbox"/> Experiment
<input type="checkbox"/> Travel	<input type="checkbox"/> Respect	<input type="checkbox"/> Creativity
<input type="checkbox"/> Accomplishment	<input type="checkbox"/> Peace	<input type="checkbox"/> Flexible work schedule
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Where in your life are you currently honoring these values?

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Where could you be better honoring these values?

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What could you say “no” to, now that you are clear about your top values?

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## Here's the ticket

- As you align your life around your top values, you will feel more fulfilled
- You can use your values to prioritize and learn when to say “no”
- When you are stressed, get curious about what value of yours is not being honored

## Fuel for Thought

It's the values and behaviors of a leader that set the tone for the culture of the organization. Now that you have a better understanding of your values and how that can impact your behavior:

How honest are you being about your role in the creation of your division's culture?

What are you as leaders in your organization doing to contribute to your corporate culture?

How much of your corporate culture is a direct result of the personal values of your leadership team?



*“Example is not the main thing in influencing others, it is the only thing”*

*Albert Schweitzer*



## *Introducing Your Guide*

Carol Ring is the author of *IGNITE Your Culture! 6 Steps to Fuel your Organization's People, Profits and Potential*. She is the President and founder of The Culture Connection, providing consulting services to leaders, as well as, workshops and keynotes to audiences across Canada.

Carol's background includes over 25 years in leadership positions in corporate Canada with recognition as one of Canada's Top 100 Most Powerful Women, as well as, Canadian Women in Communications' Woman of the Year 2012.