

UNDERSTANDING YOUR INFLUENCE ON CULTURE



ACHIEVEMENT

It is important to challenge myself and to work hard to improve.

BELONGING

It is important to be accepted by others and to feel included.

CONCERN FOR ENVIRONMENT

It is important to protect and preserve the environment.

CONCERN FOR OTHERS

The wellbeing and the act of helping others are important.

CREATIVITY

It is important to have new ideas, create new things, or be creatively expressive.

FINANCIAL PROSPERITY

It is important to be financially successful.

HEALTH & ACTIVITY

It is important to be healthy and physically active.

HUMILITY

It is important to be humble and modest about my accomplishments.

INDEPENDENCE

It is important to have a sense of autonomy with my decisions and actions.

INTERDEPENDENCE

It is important to follow the expectations of my family, social group, team, or organization.

OBJECTIVE ANALYSIS

It is important to use logical principles to understand and solve problems.

PRIVACY

It is important to have time alone.

RESPONSIBILITY

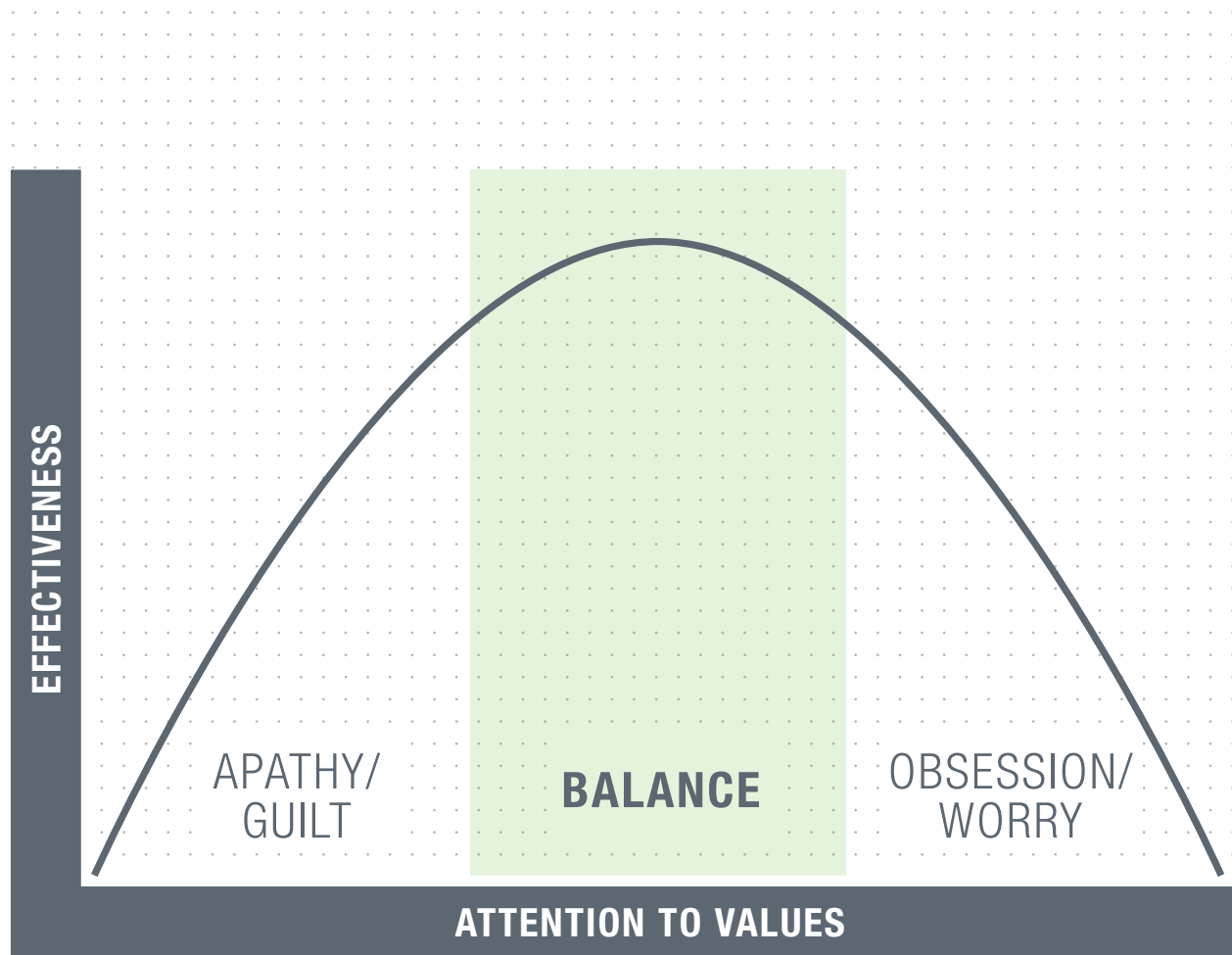
It is important to be dependable and trustworthy.

SPIRITUALITY

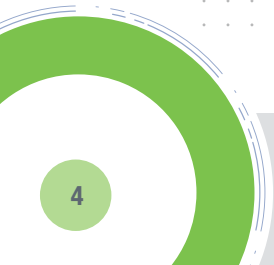
It is important to have spiritual beliefs that reflect being a part of something greater than myself.

Life Values Inventory, R. Kelly Crase PhD and Duane Brown PhD


THE REALITY OF THE IMPORTANCE OF VALUES




This visual contains Aileron's interpretation of research by R. Kelly Crase PhD and Duane Brown PhD.




LEADING FROM VALUES

 Based on your values, what can people expect from you?

A large grid of dotted lines for writing.

 Based on your values, what do you expect from other people?

A large grid of dotted lines for writing.


 How can you communicate your values and expectations with others?

A large grid of dotted lines for writing.


Leading at a Higher Level: Blanchard on Leadership and Creating High Performing Organizations, Ken Blanchard

EXPRESSING YOUR VALUES

VALUE:

 Why is expressing this value important to you?

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 How will expressing this value differently (or intentionally) have an impact on those around you?

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 What gets in the way of you expressing this value at the right amount?

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 What makes this value over-attention or under-attention for you?

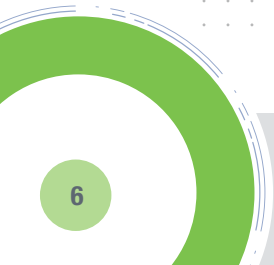
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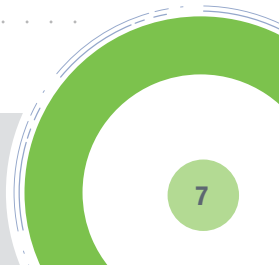
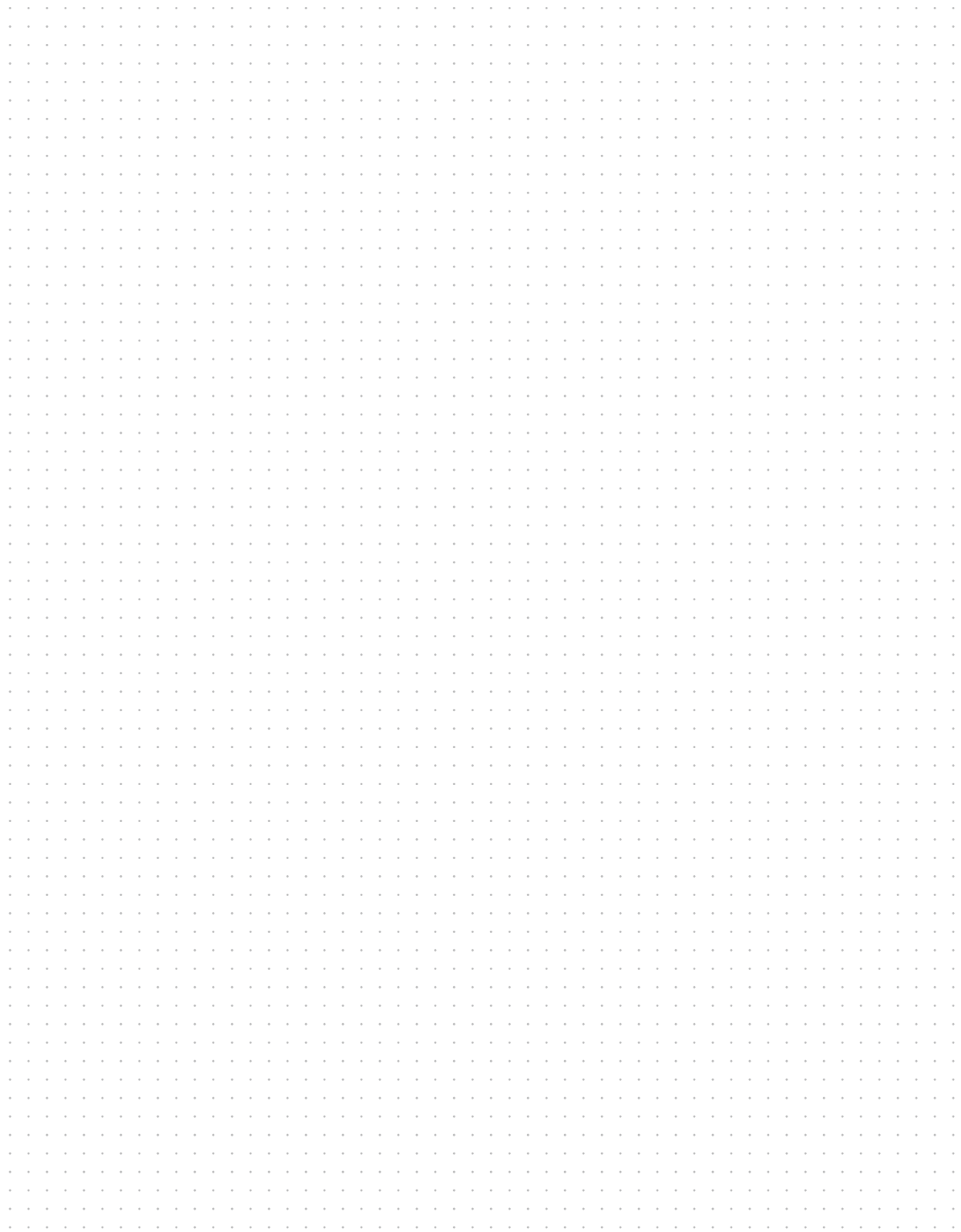
WHAT DOES LIVING THIS VALUE IN A HEALTHY AND EFFECTIVE WAY LOOK LIKE?

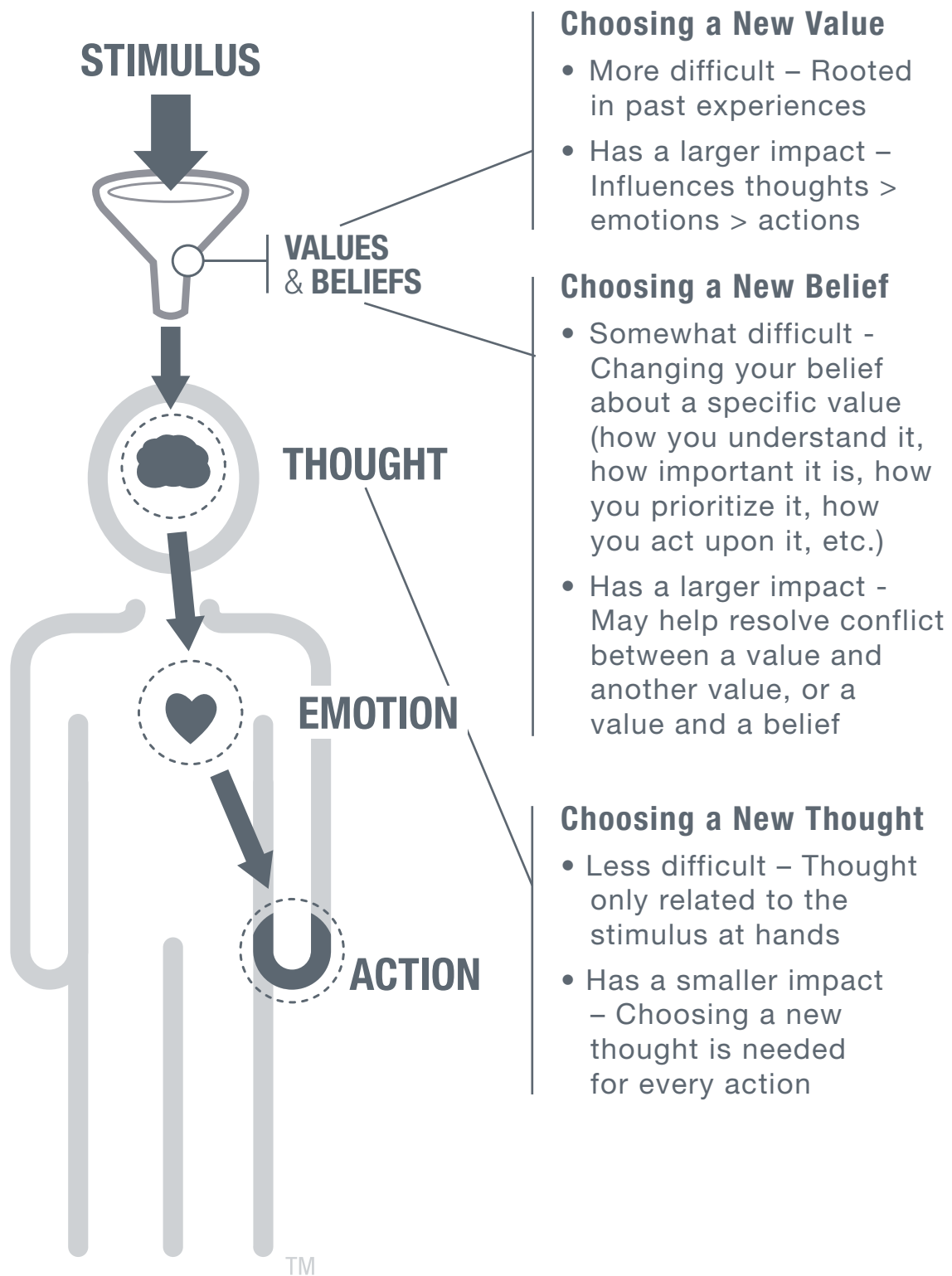
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WHAT DOES LIVING THIS VALUE IN A HEALTHY AND EFFECTIVE WAY NOT LOOK LIKE?

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IMPACT OF VALUES/ACTIONS

 How are your values playing out in your daily life?


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 What actions are these values leading to?

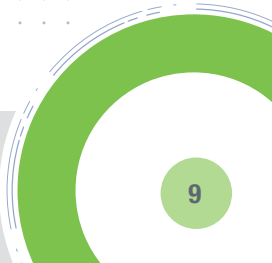
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 How are these actions impacting others (the culture around you)?

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 Would you change anything about your actions, your thoughts, or what you value?

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Consider the following questions to help you consider times your values are aligned with your work, and times they may not be:

 When do you feel like your values are aligned (joy at work)?

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 When are there times that you can't wait to get to work and get started on something?

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 Where do you find yourself going to frustration?

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 Where are you showing your values, where are you not? Why not?

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 How do you have a conversation about them?

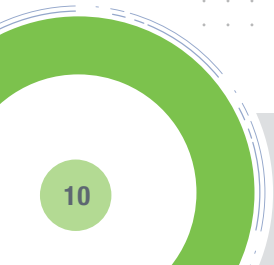
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**ORGANIZATIONAL
VALUES**



**COLLECTIVE
ACTIONS**



When you look at the values of your organization, what actions and behaviors would you expect to see?

A large rectangular area filled with a light gray dot grid, intended for handwritten notes.



When you look at the actions and behaviors of people in the organization, what values would you expect?

