

# *Conversations about Purpose*

How Values Fuel Purpose

# Our time together today



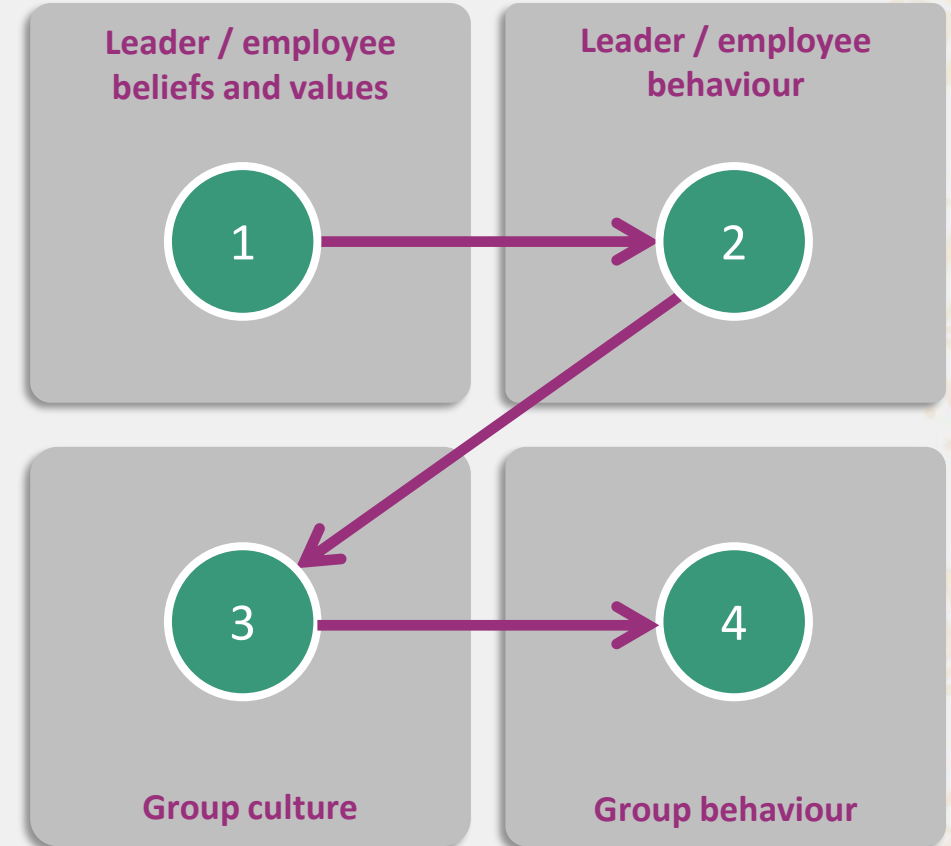
*"Without inner change there can be no outer change. Without collective change, no change matters."*

Angel Kyodo Williams

# Why start with ourselves?

**Purpose is personal: When leaders and employees transform, the organisation transforms**

- When people change their **beliefs** and **values**, their **behaviours** change
- This influences the **group culture**, and in turn changes **group behaviours**
- Organisational transformation begins with the **personal transformation** of the leaders
- **Organisations don't transform. People do.**



Wilber's Four Quadrants

# Why values are important: they are what motivates us

## Our needs



### Survival

We want to be fairly rewarded so we can pay our bills, keep ourselves/ families safe

### Relationship

We want environments where we feel we can belong, where we can build connection

### Self-esteem

We want opportunities to build expertise and mastery

### Transformation

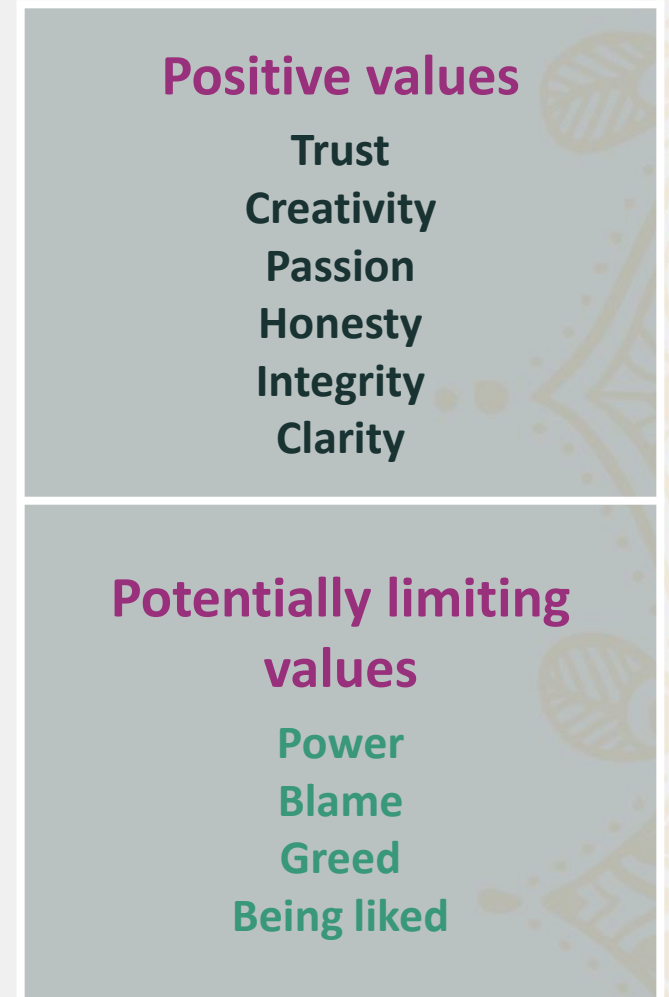
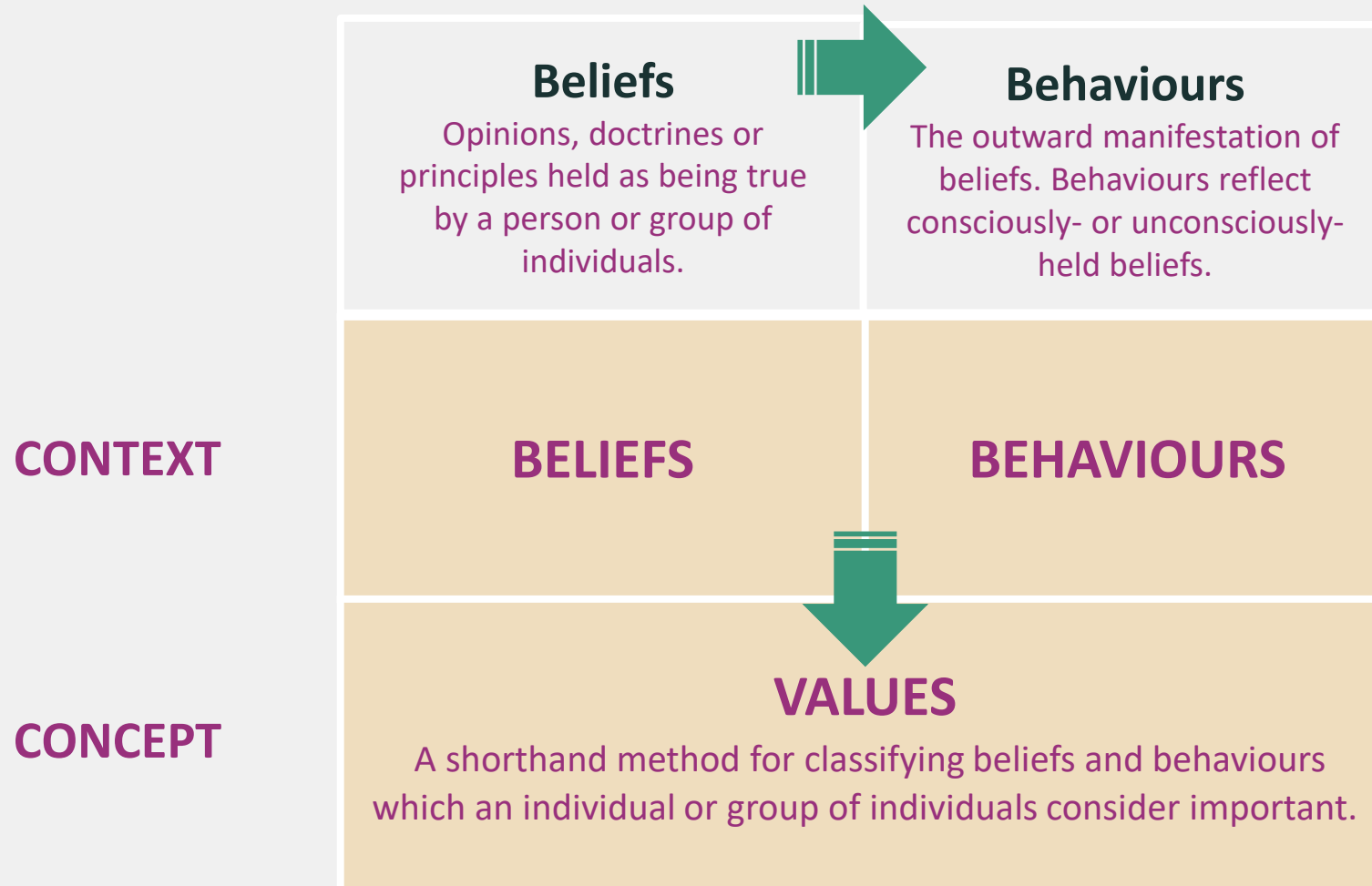
We want freedom to make choices, courage to step into our fullest potential

### Internal cohesion

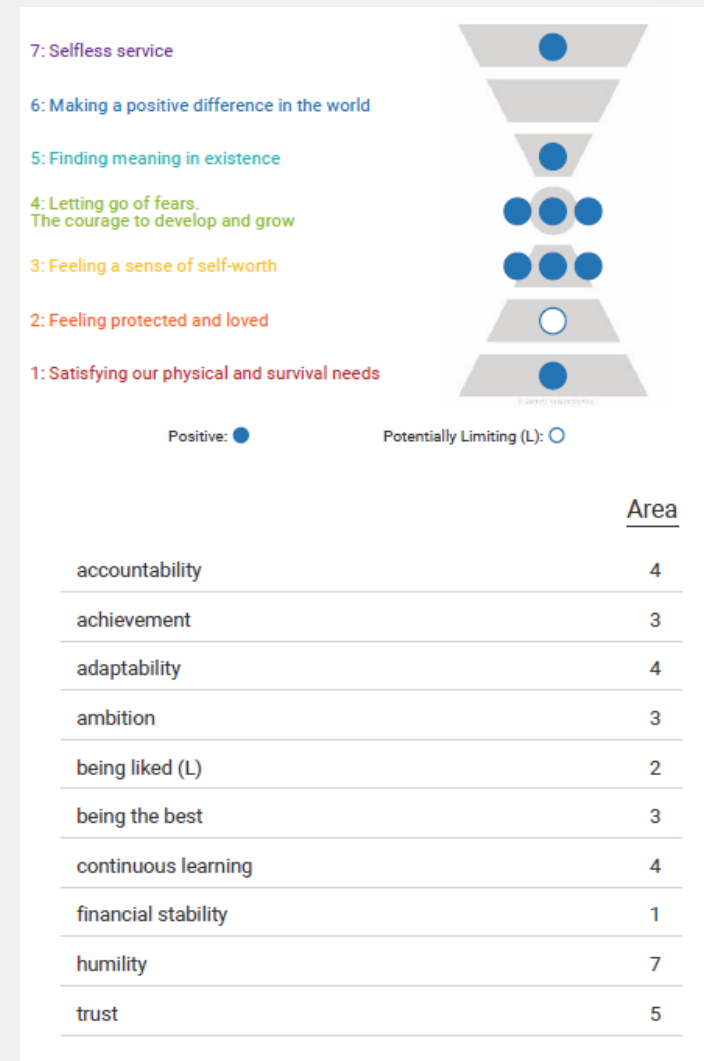
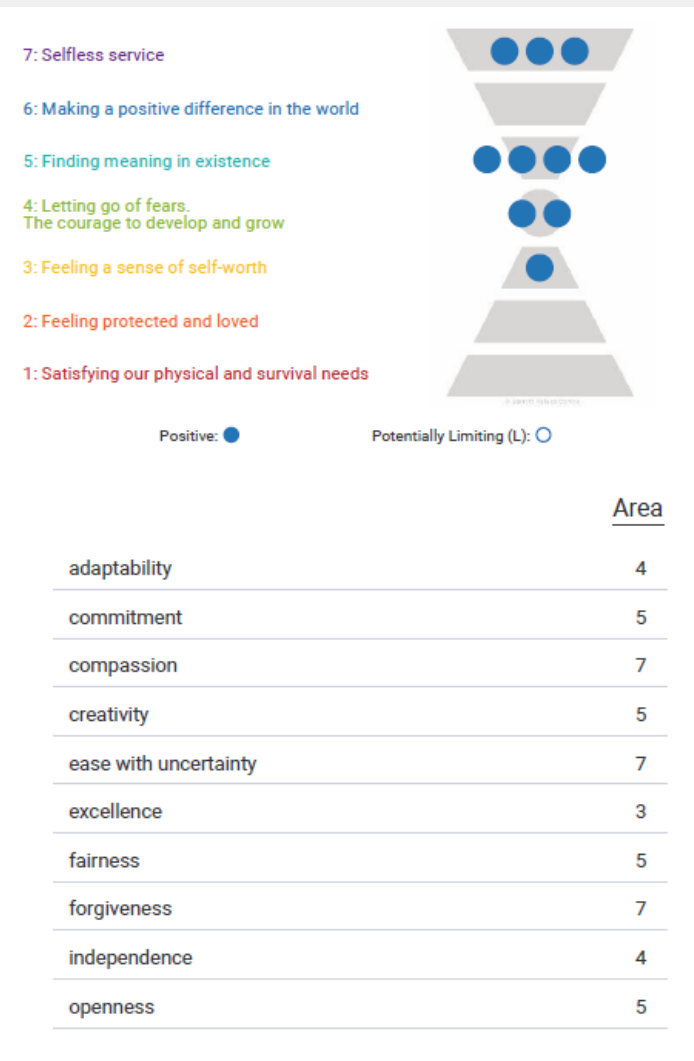
We want to know what we do aligns to a higher purpose that we can contribute to



# Our beliefs, behaviours and values are all connected



# Everyone's values profile is different – we all value different things



# Understanding your report

## Your Top 10 Values



	<u>Area</u>
ambition	3
coaching/ mentoring	6
compassion	7
courage	4
creativity	5
generosity	5
integrity	5
leadership	6
making a difference	6
well-being (physical/ emotional/ mental/ spiritual)	6



# Understanding your own values *(captured from your Values Assessment)*

<b>Values</b> Choose your top 1-3	<b>Beliefs/Mindset</b> (which underpin your values)	<b>Behaviours</b> (your actions)
Example: <b>Ambition</b>	<ul style="list-style-type: none"> <li>• When I succeed, I can help others succeed</li> <li>• I'm in charge of my own destiny and don't want to die with music left inside me</li> <li>• I believe everyone can fulfil their potential</li> </ul>	<ul style="list-style-type: none"> <li>• I set goals, work hard towards them</li> <li>• I help others dream big and deliver</li> <li>• (I get frustrated with people who have a lack of ambition)</li> </ul>

# Some example values (if you need inspiration)

accountability	courage	future generations	personal fulfilment
achievement	creativity	generosity	personal growth
adaptability	dialogue	health	professional growth
ambition	ease with uncertainty	humility	recognition
balance (home/work)	efficiency	humour/ fun	reliability
being the best	enthusiasm/ positive attitude	independence	respect
caring	entrepreneurial	initiative	risk-taking
clarity	environmental awareness	integrity	safety
coaching/ mentoring	ethics	job security	self-discipline
commitment	excellence	leadership	teamwork
community involvement	fairness	listening	trust
compassion	family	making a difference	vision
competence	financial stability	openness	wealth
conflict resolution	forgiveness	patience	well-being (physical/emotional/ mental/ spiritual)
continuous learning	friendship	perseverance	wisdom

# Your three most important values

## Group breakout (15mins)

In small groups discuss the following:

1. Choose your top/most important values.
2. Why is this important / your beliefs around them?
3. How would I see you living these (your light and your dark side?)



*Your purpose can change the world, but it  
needs to change your world first*

Carla Henry

# Understanding where your values sit, helps you find out where your purpose in life might be...

## Service

Selfless service

## Making a Difference

Making a positive difference in the world

## Internal Cohesion

Finding meaning in existence

## Transformation

Letting go of fears.

The courage to develop and grow

## Self Esteem

Feeling a sense of self-worth

Fear: I am not enough

## Relationship

Feeling protected and loved

Fear: I am not loved enough

## Survival

Satisfying our physical and survival needs

Fear: I do not have enough



## Common Good

Bringing everything forward to make a difference to your team, org, society

## Transformation

Growing, developing, stepping into your courage and full potential

## Self Interest

Not selfish – but focusing on creating strong foundations of you can build upon

# Our values are what we believe and how we behave

## Stages in the Development of **Personal** Consciousness **Positive Focus/ Excessive Focus**





# How are values informing your purpose?

## Group breakout

In small groups discuss the following:

- Why are you doing what you are doing at this age and stage in your life?
- What's your sense of your Why?
- ...And how does this connect to your values?



*The two most important days of your life,  
are the day you are born and the day you  
find out why!*

Mark Twain



*Personal values can be consolidated to create a set of team values, beliefs, behaviours*



### Our Top Values as a Team

1. Accountability (4)
2. Teamwork (4)
3. Commitment (5)
4. Leadership (6)
5. Balance (4)
6. Integrity (5)
7. Compassion (7)



# The collective of an organisations people shape the development of an Organisations Consciousness



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*Please stay in touch!*

**Carla Henry**

Change Consultant & Coaching Psychologist

Ph: +65 9067 1426

Email: [carla@thepurposecollective.com](mailto:carla@thepurposecollective.com)

Web: [www.thepurposecollective.com](http://www.thepurposecollective.com)

Connect on LinkedIn: [www.linkedin.com/in/carlahenry/](http://www.linkedin.com/in/carlahenry/)

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