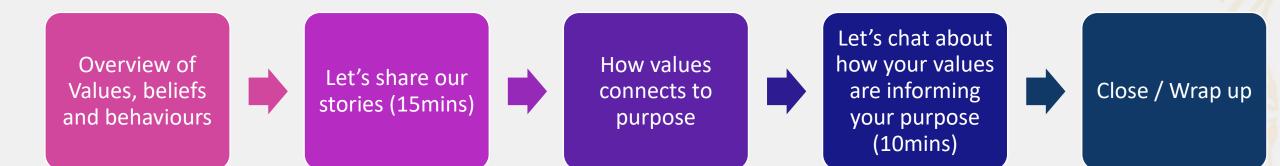
Conversations about Purpose

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.



Why values are important: they are what motivates us

Our needs



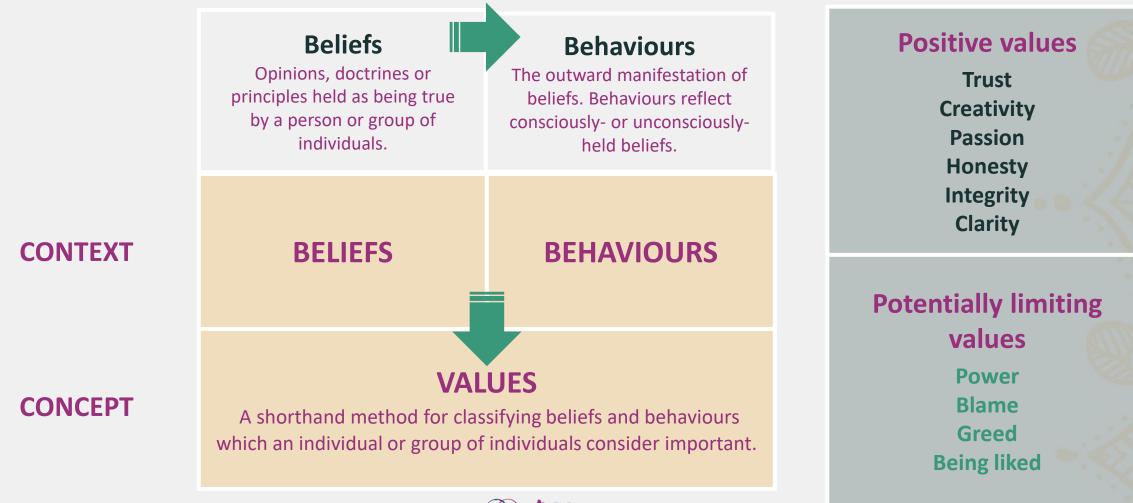
Survival

We want to be fairly rewarded so we can pay our bills, keep ourselves/ families safe RelationshipSelf-esteemWe wantWe wantenvironments whereopportunities to buildwe feel we canexpertise and masterybelong, where we canImage: Connection

Transformation We want freedom d to make choices, y 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 3 FACTORS LEAD TO BETTER PERFORMANCE & PERSONAL SATISFACTION... AUTONOMY MASTERY PURPOSE



Our beliefs, behaviours and values are all connected







Everyone's values profile is different - we all value different things

6: Making a positive difference in the world

5: Finding meaning in existence

7: Selfless service



	Area
adaptability	4
commitment	5
compassion	7
creativity	5
ease with uncertainty	7
excellence	3
fairness	5
forgiveness	7
independence	4
openness	5

	·····		
4: Li The	etting go of fears. courage to develop and grow		
3: F	eeling a sense of self-worth		
2: F	eeling protected and loved		
1: S	atisfying our physical and survival needs	a partit shine terms.	
	Positive: 🔵	Potentially Limiting (L): O	
			Area
	accountability		4
	adaptability		4
	coaching/ mentoring		6
	creativity		5
	ease with uncertainty		7
	enthusiasm/ positive attitude		5
	family		2
	leadership		6
	teamwork		4
	vision		7

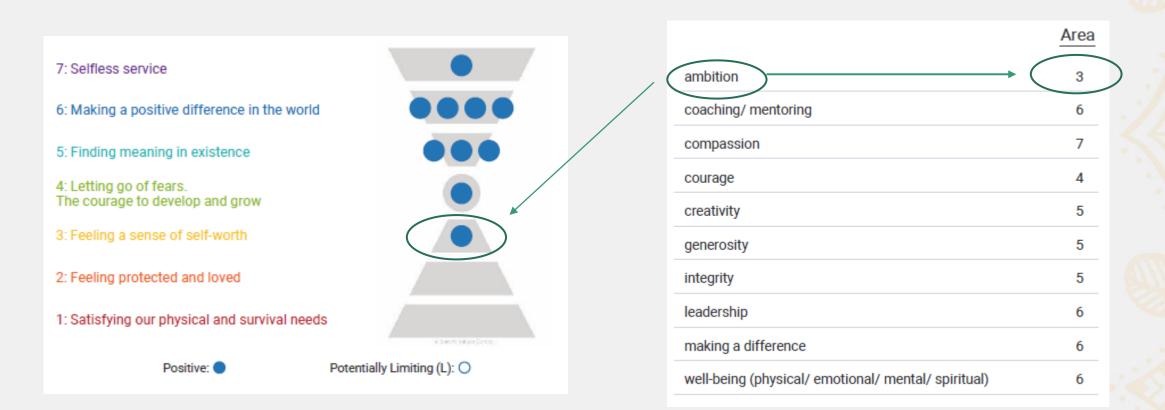
7: Selfless service	
6: Making a positive difference in the world	
5: Finding meaning in existence	
4: Letting go of fears. The courage to develop and grow	
3: Feeling a sense of self-worth	
2: Feeling protected and loved	0
1: Satisfying our physical and survival needs	
Positive: Po	tentially Limiting (L): 🔿

	Alcu
accountability	4
achievement	3
adaptability	4
ambition	3
being liked (L)	2
being the best	3
continuous learning	4
financial stability	1
humility	7
trust	5

Δrea

Understanding your report

Your Top 10 Values





Understanding your own values (captured from your Values Assessment)

Beliefs/Mindset (which underpin your values)	Behaviours (your actions)
 When I succeed, I can help others succeed I'm in charge of my own destiny and don't want to die with music left inside me I believe everyone can fulfil their potential 	 I set goals, work hard towards them I help others dream big and deliver (I get frustrated with people who have a lack of ambition)
	 (which underpin your values) When I succeed, I can help others succeed I'm in charge of my own destiny and don't want to die with music left inside me



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	7		
Making a Difference Making a positive difference in the world	6	Common Good	Bringing everything forward to make a difference to your team, org, society
Internal Cohesion Finding meaning in existence	5		
Transformation Letting go of fears. The courage to develop and grow	4	→ Transformation	Growing, developing, stepping into your courage and full potential
Self Esteem Feeling a sense of self-worth Fear: I am not enough	3		
Relationship Feeling protected and loved Fear: I am not loved enough	2	Self Interest	Not selfish – but focusing on creating strong
Survival Satisfying our physical and survival needs Fear: I do not have enough	© Barrett Values Centre		foundations of you can build upon
	Dubboco.		

COLLECTIVE

Our values are what we believe and how we behave

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

Service	SERVICE TO HUMANITY/ PLANET Compassion, Humility, Future Generations.
Making a difference	MAKING A DIFFERENCE IN THE COMMUNITY Actualising Meaning, Collaboration, Intuition, Mentoring, Empathy
Internal cohesion	FINDING MEANING IN EXISTENCE Integrity, Alignment, Authenticity, Creativity, Passion, Honesty, Trust
Transformation	CONTINUOUS GROWTH AND DEVELOPMENT Adaptability, Continuous Improvement, Courage, Team Player.
Self-esteem	3 BUILDING A SENSE OF SELF WORTH Pride in Self, Self-Reliant, Self-discipline, Positive Self Image. Arrogance, Status, Power, Bullying, Rigidity, Glamour.
Relationship	2 HARMONIOUS RELATIONSHIPS Family, Friendship, Belonging, Open Communication, Ritual. Blame, Jealously, Judgment, Conflict, Discrimination, Gossip.
Survival	PHYSICAL SURVIVAL AND SAFETY Health, Nutrition, Financial Stability, Self-Defense. Violence, Greed, Corruption, Territorial.
© Barr	Alues Pulpose

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, beleifs, behaviours



Our Top Values as a Team

- 1. Accountability (4)
- 3. Commitment (5)
- 5. Balance (4)
- 7. Compassion (7)

- 2. Teamwork (4)
- 4. Leadership (6)
- 6. Integrity (5)



trust

independence

integrity

creativity listening financial stability

efficiency friendship commitment

environmental awareness

being-the-best reliability fairness achievement perseverance

fairness achievement perseverance ease with uncertainty excellence wisdom control ethics making-a-difference vision initiative

self-discipline

balance team.

personal growth well-being courage

being-liked

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

SERVICE TO HUMANITY/ PLANET Social responsibility, future generations, long-term perspective, ethics, compassion, humility.
MAKING A DIFFERENCE IN THE COMMUNITY Environmental awareness, community involvement, employee fulfillment, coaching/mentoring.
FINDING MEANING IN EXISTENCE Shared values, shared vision, commitment, integrity, trust, passion, creativity, openness, transparency.
CONTINUOUS GROWTH AND DEVELOPMENT Accountability, adaptability, empowerment, teamwork, goals orientation, personal growth.
BUILDING A SENSE OF SELF WORTH Systems, processes, quality, best practices, pride in performance. Bureaucracy, complacency.
HARMONIOUS RELATIONSHIPS Loyalty, open communication, customer satisfaction, friendship. Manipulation, blame.
PHYSICAL SURVIVAL AND SAFETY Shareholder value, organisational growth, employee health, safety.

Positive Focus/ Excessive Focus





Please stay in touch!

Carla Henry

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