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Week 4 Focus: Values

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Description

Our values act as anchors and help us with decision making and prioritization. When we act in alignment with our values, professionals may find a higher degree of satisfaction. For example, if I hold a value of freedom, I may thrive in a work place where I have the freedom to determine HOW I do the work, WHEN I do the work, and in what fashion I do the work. While I still may be responsible for end results, being in control of what I do and don't do may be invaluable.

> **"Never confuse movement with action."**
> Ernest Hemingway

Activity

Take a look at the list of 200 values included on the Coaching Business Builder website. As you review them consider these questions:

What are the values you hold true? As you review your top 5 values, which ones are non-negotiable?

What can you do to adjust your work and flow in order to live more by your values?

Need to Know

Values serve as an anchor for us. They will help us with prioritization, delegation and overall career planning.

So what? – What's important about this topic?

Values are not just an individual framework. Teams have values too. On a remote team it can be very important to identify the values which shape the team (not the individuals).

These values will inform the BEHAVIORS people undertake. In turn the BEHAVIORS influence the RESULTS we get.

Discussion around values as a team, is not just a "nice to have" but an essential discussion.

Did You Know?

Values serve as an anchor or compass across a team. It's important to articulate what your values are AND the behaviors which demonstrate them.

If I have a value of quality, everything we do may have a checkpoint of review or 2nd set of eyes.

If we have a value of efficiency, it may mean that we guarantee a turnaround within a certain amount of time.

What are your team values?

For more on this:

Check out section 1 and section 4 of PlanDoTrack and Coaching Business Builder. Section 1 gets to you to explore what behaviors flow out of your values. Again, if you have a value of freedom, what behaviors does it lead to? How can that help and/or hinder your work and relationships with others in the remote space?

What's important this year? What are going to be your anchors?