HIGH
IMPACT
LAB

At our upcoming session, we are going to focus on our Core Values and contrast them with our Self-Protective Strategies. Our Core Values are a part of who we are. They have been developed over our lifetime and have been influenced by our upbringing, beliefs, culture, education, experiences, etc. They show up in our personal, family and work lives. When it comes right down to it, our Core Values are what we believe is important in the way we live and work. When we honour our values life feels pretty darn good. Unfortunately the opposite is true as well.

Self-protective strategies are our unconscious reactive behaviors that we display when we are hooked or triggered by a person, situation or circumstance. When we perceive a situation to be "unsafe". These are typically developed in our childhood and over the course of our lifetime we perfect 2-3 specific behaviors.

During our session you will each have the opportunity to share your Core Values and we will discuss how they influence your leadership style. We will also review the most commonly known Self-Protective Strategies and have people identify which ones they deploy when being triggered. This will be done in a non-judgmental way with the aim of deepening self- awareness and normalizing this part of being human.

Understanding the relationship between our Core Values and our Self-Protective Strategies is critical to effective leadership. When we honour our values through our leadership, and do so on a consistent basis, we become more credible in the eyes of others. When we step into our Self-Protective Strategies we effectively derail our ability to lead effectively. Understanding our "triggers" (i.e. what brings our reactive tendencies out in us to being with) will also be a part of our discussion.

Some of you may already be aware of what your Core Values are. If so then please be prepared to share them at the session. For those that want to refresh or complete work to help them identify their Core Values, please complete the pre-work on the next three pages.

<u>Personal Values Pre-Work:</u>

To help identify your Core Values complete the steps below:

- Reflect on the questions below and then review the list of values provided on the next page
- Start by circling 10-12 values that stand out for you and then whittle that list down to 4-5.
- This list is not exhaustive so if you believe there are values missing, then please add them on.
- Finally, add some definition to the "words". "Integrity", for example, can mean many things to many people.

<u>Reflective Questions:</u>

1. What was one of your best days recently and what made it so good? (You could choose both a work day and a personal day if you want).

2. What is something you are very proud of in life, and in your career?

3. Under what circumstances do you feel truly alive and fulfilled?

4. When are you most frustrated? (We become frustrated when our values are not being honoured)

5. What behavior in others triggers a negative response in you? (Again, typically this means that our values have been trodden on).

Values List:

Accessibility	Courage	Empathy	Honesty	Originality
Speed	Accomplishment	Creativity	Enthusiasm	Humour
Passion	Spirituality	Accountability	Curiosity	Excellence
Imagination	Peace	Spontaneity	Accuracy	Dependability
Experience	Impact	Perfection	Stability	Adventure
Determination	Expertise	Independence	Power	Strength
Affection	Clarity	Fairness	Integrity	Prosperity
Success	Affluence	Comfort	Faith	Intelligence
Sympathy	Altruism	Commitment	Fame	Justice
Recognition	Teamwork	Ambition	Compassion	Family
Kindness	Relaxation	Understanding	Assertiveness	Completion
Fidelity	Knowledge	Reliability	Vision	Balance
Contentment	Flexibility	Leadership	Resourcefulness	Wealth
Bravery	Control	Fun	Learning	Respect
Winning	Calmness	Directness	Generosity	Love
Security	Celebrity	Discipline	Grace	Loyalty
Sensitivity	Challenge	Diversity	Growth	Mindfulness
Significance	Charity	Efficiency	Health	Optimism
Sincerity	Joy	Inclusivity	Service	Belonging
Fairness	Simplicity	Equality	Vitality	Unity
Mastery	Openness	Uniqueness	Elegance	Community

My Personal Values are:

Value	Definition
1.	
2.	
3.	
4.	
5.	