



Welcome to the **Discovering your True Potential** newsletter.

Are you being True to your Values?

Hello readers,

I have recently had discussions with a gentleman about 'being unhappy at work'. After several conversations about his unhappiness, I asked the question; 'Do you share the same values as your company?'. Well, this got him thinking!

So what do I mean by values?

Carol Wilson (author of *Best Practice in Performance Coaching*) put it clearly when she said; "People's values are formed through a combination of their beliefs, behaviours, principles and personality. Your values will 'show up' when you have to act in a way that feels uncomfortable; like the small voice of conscience in your head. Put more simply, values represent the things in life that you value; like keeping healthy, having a sense of humour, or financial security. The values you live by now may not always be those you aspire to.

Companies have values too. These could be caring for staff, maintaining ethical practices, or maybe internal bureaucracy and internal backstabbing. Clearly not all values are positive ones. Most individuals and companies have a set of values, declared or instinctive, that they would like to practice, but it is rare to see these achieved 100% of the time".

When personal values and company values clash, there can be a general 'unease' or 'unhappiness'. People often try to get on with the job and ignore the things they don't agree with, but eventually this gets too much and decisions have to be made. Most of the time, the source of the problem is not recognised and people fall into the same trap again by moving into another company without realising that they share similar values to the last company.

Sometimes, Companies don't realise they are demonstrating negative values. Values can be demonstrated through any of the employees. There may be a manager who is condoning bullying, or laziness, and the message this sends throughout the company is that this is acceptable. In the same company there may be a manager who encourages creativity and openness. This inconsistency can often create confusion for the employees, which can lead to poor performance and

high turnover.

Understanding personal values can help people realise how much of themselves they have to leave behind when they come to work in the mornings. It may prompt people to consider how they can change their work environment for the better, or in some cases, it may be that their workplace is so incompatible that they need to start looking for another job; then again, it might make them appreciate their company all the more.

From a company perspective, understanding the company values and employee values can help a company pinpoint what culture is desired and what changes need to be made to achieve such a culture.

Identification of common values provides a map of where the company or the individual is now and helps define a pathway towards successful change. The values you or the company exhibit now do not have to be the values of your future. You can aspire to different values and make changes to make them real.

Actions:

Below is a Values Questionnaire which you may find useful both to complete yourself and to give to your team or employees.

The first step is to pick out 10 personal values - not ones you aspire to, but ones you currently exhibit.

Then mark 10 values most often exhibited by your company at the moment.

Finally, choose 10 values that you would like your company to exhibit.

Mark each set with a symbol:

"P" for personal values currently exhibiting

"C" for company values currently exhibiting

"D" for desire company values

Values Questionnaire:

Accountability	Creativity	Hierarchy	Personal Fulfilment
Achievement	Diversity	Human rights	Personal Growth
Ambition	Ease with Uncertainty	Humility	Philanthropy
Work/life balance	Efficiency	Humour/Fun	Positive Feedback
Being Liked	Empathy	Image	Power
Being the best	Empire Building	Independence	Pride
Bureaucracy	Employee Health	Information Hoarding	Professional Growth
Caution	Employee Safety	Information Sharing	Profit
Clarity	Environmental Awareness	Innovation	Reliability
Commitment	Excellence	Integrity	Respect
Community Activity	Exploitation	Intuition	Risk-taking
Compassion	Family	Leadership Development	Self-belief
Competition	Financial Stability	Logic	Self-discipline
Confidence	Flat Structure	Long-term Perspective	Short-term orientation
Conflict Resolution	Forgiveness	Making a difference	Skills training
Conformity	Friendships	Manipulation	Status

Continuous Learning	Future Generations	Mentoring	Strategic Alliances
Control	Generosity	Mission Focus	Team-work
Cooperation	Global Perspective	Openness	Tradition
Courage	Health & Fitness	Perseverance	Vision

How many matching values do you have?

P & C

P & D

C & D

P & C & D

Now Ask these questions:

- What have you learnt about yourself?
- What new insights do you have?
- What impact is this having on your life?
- What impact is this having on your work (or the company)?
- What is the impact of NOT changing?
- How would you like it to be?
- What would you like to do about it?
- When/where/how?

Resources:

Check out my website: www.truepotentialdiscoveries.co.nz for further information on the latest Coaching Workbooks.

Recommended Books:

Best Practice in Performance Coaching; a handbook for leaders, coaches, HR professionals and Organisations - Carol Wilson

Special Offer:

'Values Workshop'

- Understanding current individual vs company/team values
- Create desired values
- Learn ways of communicating new values
- Watch out for inconsistency
- Demonstrating new values

Call today to inquire about my 'Values Workshop';

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