

Living our Values

To Build Trust & Inclusive Workplaces

Computers in Libraries 2022

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1

Welcome

Ground ourselves

- acknowledge where we are and the heritage of our land and lift the memory and reality of Indigenous people
- reflect on suffering and hurting for people - wars, natural disasters, harms and oppression known to us and not known
- wonder at the incredibly wonderful things happening, and the small acts of kindness occurring to us and around us



Bring our virtual spaces together

What do you see around and behind your screen?



And....beverage?



2

Gosling
&
Mintzberg

Diversity: meaningfully bringing together
different cultures, thinking, expertise



3

Solid leaders know themselves and their organizations.

A blend of Margaret Wheatley and Henry Mintzberg



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4

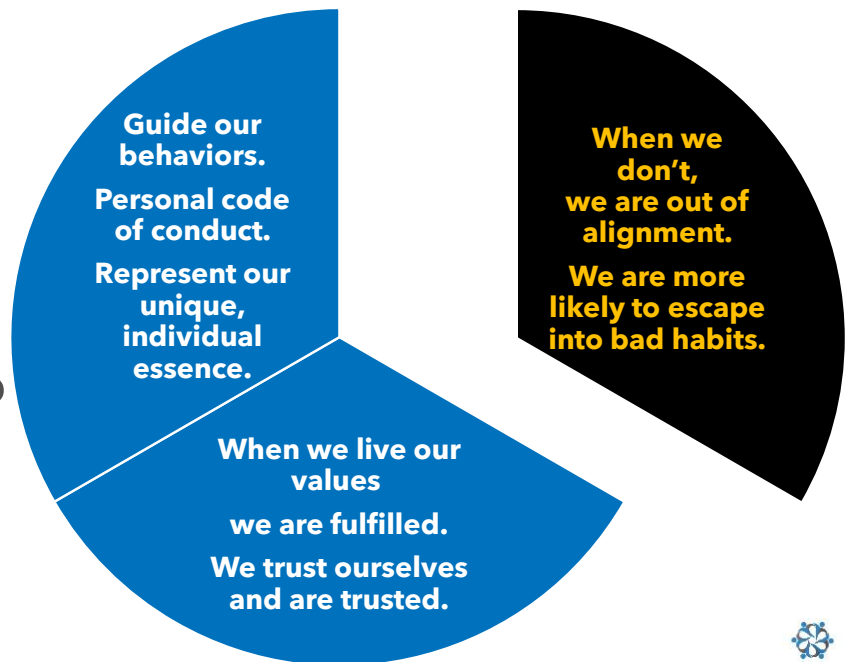
*"Visions are values
projected into the
future."*

– Leland Kaiser,
Physician, Healing Health Care Futurist,
Systems Thinker



5

Why are
values so
important?



6

LIVING OUR VALUES EVERYDAY



How do you use your values now?



What's your experience in learning and considering your values?



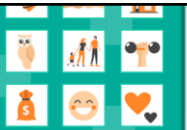
How would you teach values?



7

YOUR VALUES AND BELIEFS

with 102 examples



Defining Your List of Values and Beliefs (with 102 examples)

JANUARY 29, 2020

Do you want to live a life of integrity in which your actions align with your personal list of values and beliefs? Great, you're in the right place to begin living true.

YOUR VALUES AND BELIEFS



The Ultimate List of Core Values

scott jeffrey

Core Values List: Over 200 Personal Values to Discover What's Most Important to You

by Scott Jeffrey



LIST OF PERSONAL CORE VALUES

Click on the image and the download link will pop-up.

List of 230 Personal Core Values

Acceptance	Courage	Genius	Optimism	Smart
Accomplishment	Courtesy	Giving	Order	Solitude
Accountability	Creation	Goodness	Organization	Spirit
Accuracy	Credibility	Grace	Originality	Spirituality
Adaptability	Cheerfulness	Gratitude	Passion	Spontaneous
Adaptiveness	Curiosity	Greatness	Patience	Stability
Adaptiveness	Decisiveness	Growth	Peace	Status
Adaptiveness	Dedication	Happiness	Performance	Stewardship
Adaptiveness	Dependability	Hard work	Persistence	Strength
Adaptiveness	Determination	Harmony	Playfulness	Structure
Adaptiveness	Development	Health	Poise	Success
Adaptiveness	Devotion	Honesty	Potential	Support
Adaptiveness	Dignity	Honor	Power	Surprise
Adaptiveness	Discipline	Humility	Present	Sustainability
Adaptiveness	Discovery	Imagination	Productivity	Talent
Adaptiveness	Drive	Improvement	Professionalism	Teamwork
Adaptiveness	Effectiveness	Independence	Prosperity	Temperance
Adaptiveness	Efficiency	Individuality	Purpose	Thankful
Adaptiveness	Empathy	Innovation	Quality	Thorough
Adaptiveness	Empower	Inquisitive	Realistic	Thoughtful
Adaptiveness	Endurance	Insightful	Reason	Timeliness
Adaptiveness	Certainty	Inspiring	Recognition	Tolerance
Adaptiveness	Challenge	Integrity	Recreation	Toughness
Adaptiveness	Charity	Intelligence	Reflective	Traditional
Adaptiveness	Cleanliness	Intensity	Respect	Tranquility
Adaptiveness	Clear	Intuitive	Responsibility	Transparency
Adaptiveness	Clever	Irreverent	Restitutive	Trust
Adaptiveness	Comfort	Joy	Results-oriented	Trustworthy
Adaptiveness	Commitment	Justice	Reverence	Truth
Adaptiveness	Common sense	Kindness	Rigor	Understanding
Adaptiveness	Communication	Knowledge	Risk	Uniqueness
Adaptiveness	Community	Lawful	Satisfaction	Unity
Adaptiveness	Compassion	Famous	Security	Valor
Adaptiveness	Competence	Fearless	Self-reliance	Victory
Adaptiveness	Concentration	Feelings	Selfless	Vigor
Adaptiveness	Confidence	Ferocious	Sensitivity	Vision
Adaptiveness	Connection	Fidelity	Serenity	Vitality
Adaptiveness	Consciousness	Focus	Service	Wealth
Adaptiveness	Consistency	Forethought	Sharing	Welcoming
Adaptiveness	Contentment	Fortitude	Mastery	Winning
Adaptiveness	Contribution	Freedom	Maturity	Wisdom
Adaptiveness	Control	Friendship	Meaning	Wonder
		Moderation	Sincerity	

8



Daretolead.brenebrown.com

List of VALUES

<https://bit.ly/36XwPd6>

Accountability	Ethics	Kindness	Self-respect
Achievement	Excellence	Knowledge	Serenity
Adaptability	Fairness	Leadership	Service
Adventure	Faith	Learning	Simplicity
Altruism	Family	Legacy	Spirituality
Ambition	Financial stability	Leisure	Sportsmanship
Authenticity	Forgiveness	Love	Stewardship

A value is a way of being or believing that we hold most important.

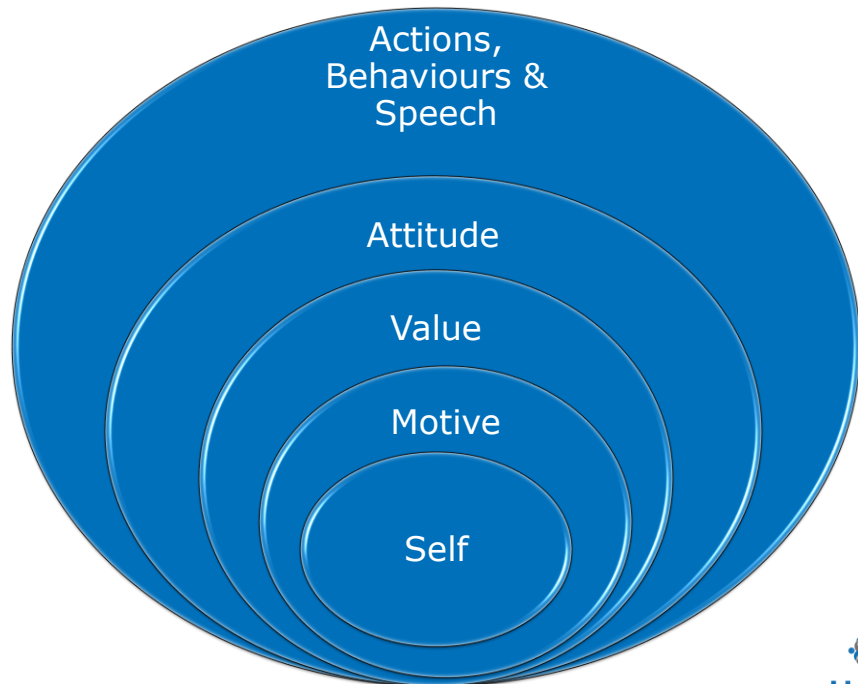
Brené Brown

Collaboration	Grace	Parenting	Trust
Commitment	Gratitude	Patience	Truth
Community	Growth	Patriotism	Understanding
Compassion	Harmony	Peace	Uniqueness
Competence	Health	Perseverance	Usefulness
Confidence	Home	Personal fulfillment	Vision
Connection	Honesty	Power	Vulnerability
Contentment	Hope	Pride	Wealth
Contribution	Humility	Recognition	Well-being
Cooperation	Humor	Reliability	Wholeheartedness
Courage	Inclusion	Resourcefulness	Wisdom
Creativity	Independence	Respect	



9

Begley's Values Syntax



10

Tough contemplative work

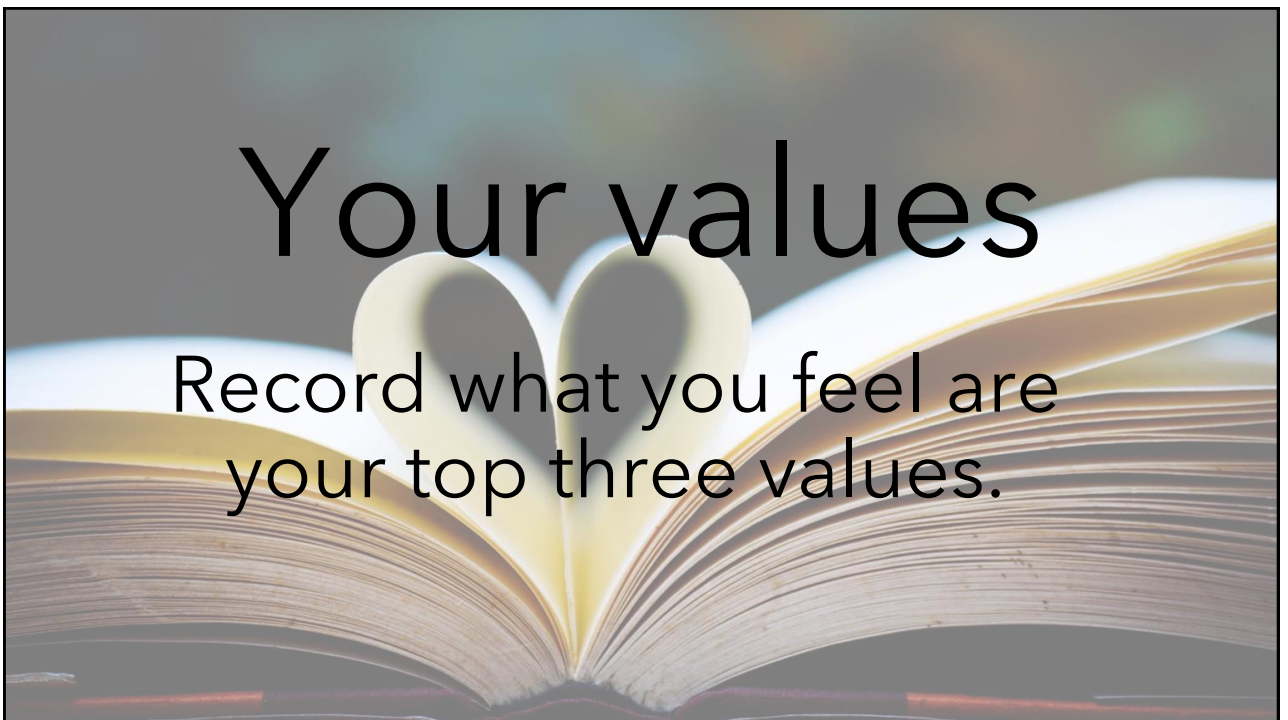
When we aren't living our values a part of us withers.....



11

Your values

Record what you feel are your top three values.



12

Surface Your Core Values

1. Peak Experiences that Surface Our Values

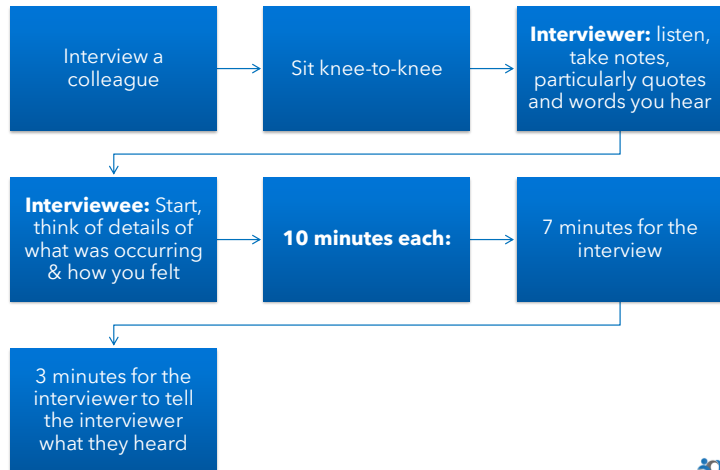
Tell me about a time when you felt totally fulfilled – at your best.
What was going on?

As you reflect on that time, what values do you think were at play for you – or were you able to demonstrate?

2. Poor Experiences that Suppress Our Values

Tell me about a time when you were angry, frustrated, or felt stifled.
What was going on?

As you reflect on that experience, what values do you think were being ignored, or quashed?

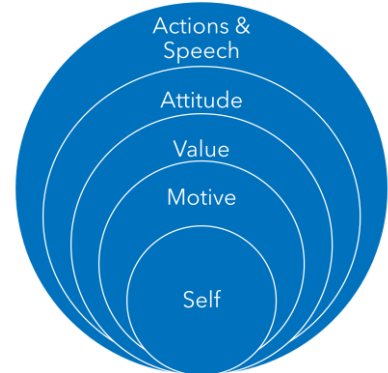


13

Draft

5 or 6 values surfacing from the interview:

- Are they what I expected or do they surprise me?
- How do these values show themselves in my everyday life?
- Do they bring a sense of joy or of being fulfilled to me?
- How do I honestly feel about these values?
- What are my motives for these values?



14

Now, pick two



15

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The beauty is in the simplicity.

What we profess we practice.

What we say we do.

We ask.

We apologize.

16

We promote what we permit.

Dr. Ken Haycock

17

Test these values

1. Do these two values define me?
2. Do they say who I am when I'm at my best?
3. Are they the filter I use to make hard decisions?
4. Are they the values I wrote down 15 minutes ago?
5. How do I really feel about these values?



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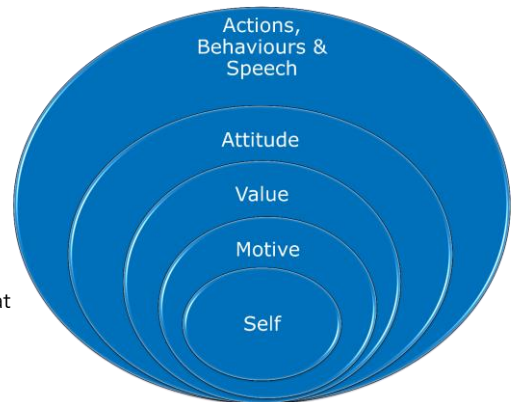


18

Now, move them to behaviours

Value: _____

1. What are 3 behaviours that support this value?
2. When do I, or have I, used these behaviours?
3. How do I feel when I'm living this value?
4. How does this value show itself in my everyday life?
5. What's a slippery slope that I could - can - or do fall into that takes me away from these behaviours and this value?
6. What are warnings that I'm not living this value?
7. How can I check myself when that starts to happen?



19

Apply organizationally

1. Peak Experiences that Surface Our Values

Describe a time when the organization was functioning at its best.
What was going on?

As you reflect on that time, what values were at play - or were being demonstrated by the organization?

2. Poor Experiences that Suppress Our Values

Describe a time when the organization was not functioning at its best - when things were going badly?
What was going on?

As you reflect on that experience, what values do you think were being ignored, or quashed?

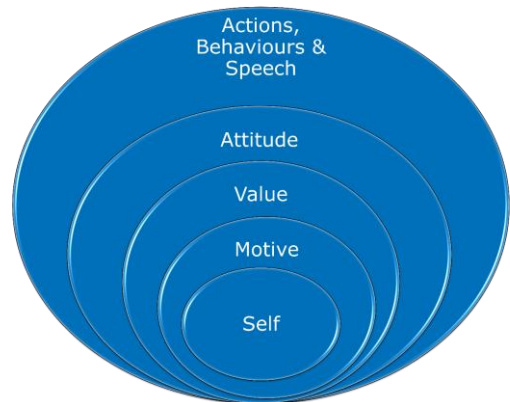


20

Organizational behaviours

Value: _____

1. What are 3 behaviours that support this value?
2. When do we, or have we, used these behaviours?
1. How do we feel when we are living this value?
2. How do these values show themselves in our everyday operations?
3. What's a slippery slope that we could - can - or do fall into that takes us away from these behaviours and this value?
4. What are warnings that we're not living this value?
5. How can we check ourselves when that starts to happen?



21

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22

Pursue it

- ▣ Do it. For yourself, your team, department, and organization.
- ▣ Dare to Lead: Brené Brown's Values List: <https://daretolead.brenebrown.com/wp-content/uploads/2019/02/Values.pdf>
- ▣ <https://brenebrown.com/resources/operationalizing-your-values-reference-list-of-behaviors/>
- ▣ Show up, Stand up, Speak up
- ▣ You are worth it

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