

## 1.1 Vision and Values:

Bernard Desmidt - in his book, *Inside-Out-Leadership* - offered two short, thought-inspiring exercises that will help you identify a couple of key aspects of *what makes you tick*. He has graciously granted permission for them to be included here:

### Exercise 1: My Vision as a Leader

Becoming the leader you aspire to be, and recognise you have the potential to become, begins with developing awareness of your current strengths. It is also important to identify your leadership development priorities and work towards addressing these.

To make a start, give considered thought to each of the following questions and note your responses:

1. What do you value most about yourself – your character and the person you recognise yourself to be?

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2. What are your five greatest leadership strengths and capabilities?

- i. \_\_\_\_\_
- ii. \_\_\_\_\_
- iii. \_\_\_\_\_
- iv. \_\_\_\_\_
- v. \_\_\_\_\_

3. What would you like your leadership legacy to be – the difference you made in people's lives and to the success of your organisation?

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4. What are the three leadership development priorities you will address to realise your leadership potential?

- i. \_\_\_\_\_
- ii. \_\_\_\_\_
- iii. \_\_\_\_\_

5. What could you do right now to be a more effective leader?

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To know yourself begins with developing a heightened level of self-awareness in the following key areas:

- ❖ **Values:** knowing and living by what is important to you.
- ❖ **Strengths:** knowing and leveraging your strengths to add greater value.
- ❖ **Emotional Intelligence:** relating and interacting with others more effectively.
- ❖ **Learning styles:** optimising how you acquire and apply new knowledge and skills.
- ❖ **Thinking styles:** realising your potential by using your whole brain.
- ❖ **Communication style:** agility, style flexing and *priming for trust*<sup>®</sup>. **Note:** I have added this **sixth** key area since we will review it in some detail in Guideline 4.

Let us start your journey of self-awareness by identifying your values.

## Your Values

*"Failure to live your values is not a setback, it is a real failure."*

Mark Victor Hansen & Robert Allen

Values are those things that are most important to you. They represent what you find meaning in being and purpose in doing. They serve as your moral compass. By being true to your values, you live a more fulfilled and happier life.

Imagine living a life that had neither meaning nor purpose. Imagine working in an environment in which your values were compromised. Imagine pursuing a career which conflicted with what you want to do and be.

Whenever you behave in a way that is contrary to your values there is misalignment. Eventually this misalignment manifests in unwanted feelings and problem behaviour. Most importantly it will limit your ability to realise your potential.

## Exercise 2: What is your Life Values Profile

Everyone places a different value on various aspects of their lives. To some, family and security are the first concern. Others rate their career as the most important.

The value you place on various aspects of your life makes you unique.

Rate each of the following life values by ticking the appropriate column in the following table:

<b>My Values</b>	<b>Not Important</b>	<b>Important</b>	<b>Very Important</b>
<b>Integrity</b>			
<b>Forgiveness</b>			
<b>Personal growth</b>			
<b>Conformity</b>			
<b>Tolerance</b>			
<b>Self-analysis</b>			
<b>Humility</b>			
<b>Self-respect</b>			
<b>Fairness</b>			
<b>Intimacy</b>			
<b>Quality of life</b>			
<b>Spirituality</b>			
<b>Creativity</b>			
<b>Power</b>			
<b>Loyalty</b>			
<b>Recognition</b>			
<b>Open minded</b>			
<b>Wealth</b>			
<b>Peace</b>			
<b>Respectfulness</b>			
<b>Moderation</b>			
<b>Achievement</b>			
<b>Courage</b>			
<b>Responsibility</b>			
<b>Health</b>			
<b>Trust</b>			

<b>Family</b>			
<b>Learning</b>			
<b>Acceptance</b>			
<b>Curiosity</b>			
<b>Excellence</b>			
<b>Security</b>			
<b>Belonging</b>			

Rank the five life values that you have identified as being **very important** from 1 to 5, where 1 is of highest importance.

Highest Importance:

- 1 \_\_\_\_\_
- 2 \_\_\_\_\_
- 3 \_\_\_\_\_
- 4 \_\_\_\_\_
- 5 \_\_\_\_\_

➤ To what extent do your present circumstances enable you to accommodate and live out your most important life values?

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➤ What do you need to do to ensure you avoid compromising on your most important life values?

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➤ Do you provide sufficient opportunity for your team members to realise their life values?

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**Acknowledgement:** To continue learning more about Bernard Desmidt's evaluation of the other four key areas in developing your self-awareness, you will need to acquire his eBook: *Inside-Out-Leadership*, which is available through Amazon.

**I highly recommended Bernard Desmidt's book.**