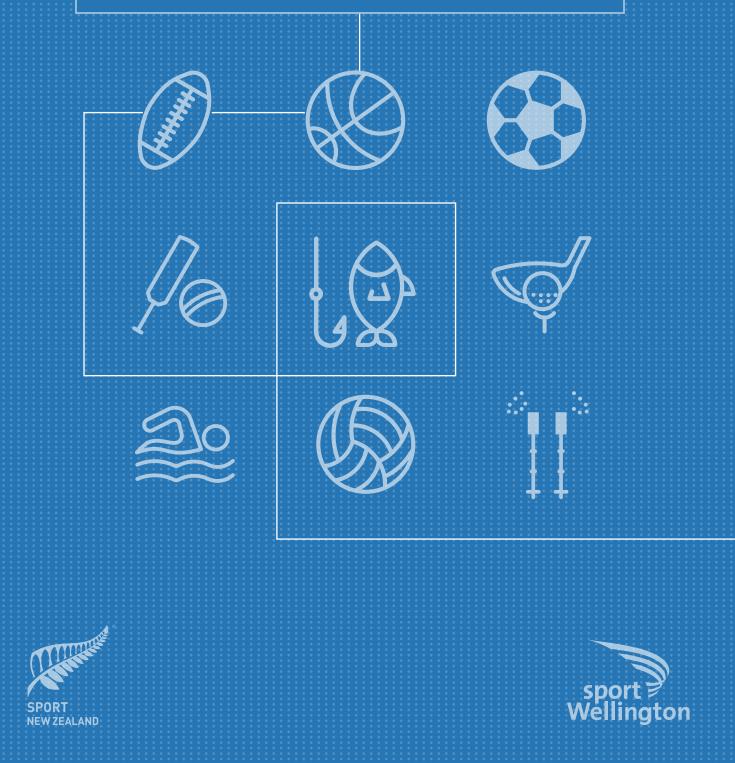


#### Self Development Guide Leading Self

**Module 2** Culture / Tikanga



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**Organisational culture** is often hard to define but is seen as a system of shared assumptions, values, and beliefs, which governs how people behave in organisations or "how we do things round here". When we use our values to make decisions, we make a deliberate choice to focus on what is important to us. When values are shared, they build internal cohesion in a group. It's important therefore that we know what our personal values and beliefs are and ensure that they are contributing to the organisation and our teams in a positive way.

## 4 minutes https://www.youtube.com/watch?v=T-IRbuy4XtA https://vimeo.com/220750369/2da3cb1769

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Ideas and inspiration to get you thinking

Take a look at Dr Russ Harris' work on Values vs. Goals

Take a look at CGL's animation of the Iceberg model which shows how values, beliefs and behaviours all work together.



#### **Reflection questions** to help gain clarity, purpose & meaning

Reflect and complete the following questions:

1. Below are listed a number of values. Please select 5 of your top values that resonate with you as a person.





	O Enthusiasm
	Environmental awareness
ity	O Respect
1	Quality of life
	Professional growth
it	Physical exercise
۱	Personal relationships
e	Personal fulfilment
	O Personal development
	O Personal fulfilment
JS	Open communication
ne	O Making a difference
	Financial security
	O Honesty
	O Human rights
	$\sim$

Trust

5

6

From your selection, explore the top 5 values for you in more detail and how these values impact your life every day.

	Your Key Value	What this value means to you (pretend you are describing this to a 4 year old- keep it simple)	How have you lived this value in the past 2 weeks (what specific behaviours would I have seen?)
- [ ]			
- <b>II</b>			
- III			
- IV			
- <b>V</b>			

How does this value support the culture of your organisation?	

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2. Reflect on how you can live your own values more.

	made up of our values and beliefs (the Iceb helpful, especially those that support us to people or behave well in difficult situations aren't helpful. We need to think of these un (interesting but not factual). The problem is	
	tabloid stories-fused as in joined together a better perspective. We don't ask ourselves r such as:	
	Is this thought true?	
	Is this thought important?	
	Is this thought helpful?	
3. How do your values link with the organisation's? How could you therefore live the organisational values more?		
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Values impact our behaviour. We have thoughts about events, people and situations all day, every day. The thoughts in our mind collectively make up stories and these stories help us interpret the world and our place in it. Our stories are made up of our values and beliefs (the Iceberg Model). Often our stories are helpful, especially those that support us to take on challenges, support other people or behave well in difficult situations. However sometimes these 'stories' aren't helpful. We need to think of these unhelpful thoughts like tabloid articles (interesting but not factual). The problem is that we become "fused" with these tabloid stories-fused as in joined together as a whole. We don't step back to get a better perspective. We don't ask ourselves necessary questions about our thoughts



### **Complete the following**

4. Think about events that you don't handle very well at work (times of conflict, getting feedback, working with difficult people etc.). Use the table below to identify your own stories and how you can become of aware of how unhelpful they are and how you might make them more helpful in particular situations. An example has been done for you.

Event	Your story or thoughts	Outcome	Your new, more helpful thought or stories	Alternative outcome
Speaking in public	I'm hopeless at this and it really scares me	Nervous - often do a bad job	I know my stuff and I can learn to do a great presentation	More positive attitude, less stress

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5. Now over the next few weeks pause during times when you have a strong emotional response to something - pause for a moment and notice what your thoughts are doing, open up a little space between you and your thoughts, often enough for them to lose some of their influence on you.	7. What about less helpful thoughts? What was the impact? What are ways you can change or at least distance yourself from these thoughts?		
Then think if there is a more helpful or useful story you could replace it with.	•••••••••••••••••••••••••••••••••••••••		
	•••••••••••••••••••••••••••••••••••••••		
	••••••		
6. What have you noticed about your thoughts, which have been helpful and what was the impact on your performance?	•••••••••••••••••••••••••••••••••••••••		
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### **Practical ideas & suggestions** to help you take the right actions

#### Notice

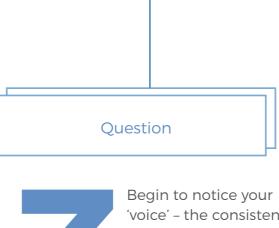
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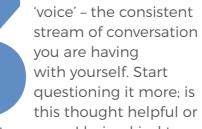
Notice and become aware of times when you have lived your values, notice times when you haven't lived your values (often when we feel guilty about something) and begin to seek out the opportunities to live and express our values more in your day-to-day life.

#### Share

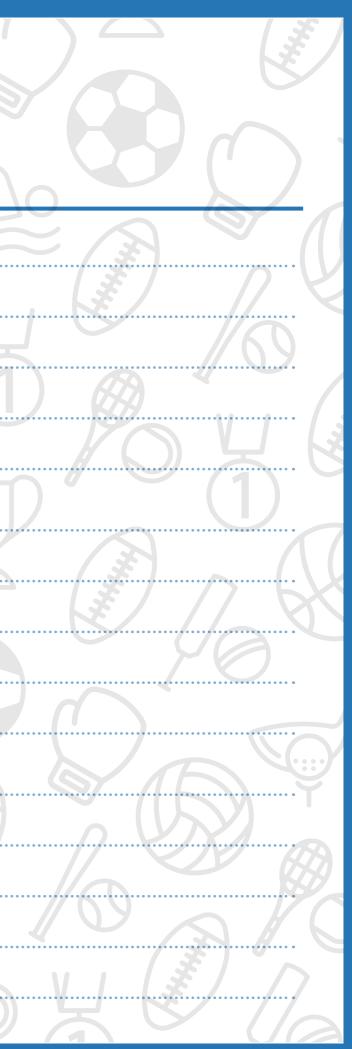


Share your values with your colleagues, discuss how this helps you work together more effectively and understand each other more.





useful right now; am I being kind to myself or others etc. Increasing your self awareness can help you manage both your emotions and your actions more effectively. Notes: .... . . . . . . . . . . . . . . . . ..... .... ..... ...... .....







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