

Wroten & Associates August 2012 Leadership Insight

Professional and Personal Values

"Personal leadership is the process of keeping your vision and values before you and aligning your life to be congruent with them."

-Stephen Coovey, American Leadership Consultant and Writer

Values can be defined as broad preferences concerning appropriate courses of action or outcomes. They reflect an organization's or individual's sense of right and wrong and tend to influence our attitudes and behaviors. The influence of your values both professionally and personally serves as a broad guideline in all situations. Research has shown that, if you are happy in your workplace, your values most likely will be congruent with that of your organization. Conversely, many individuals can be unhappy in their workplace because of a conflict of values between them and their organization.

Your values are the things that you believe are important in the way you live and work. Values are normally fairly stable, but that is not to say they have strict limits and boundaries. As you move through life your values may change. For example, when starting your career you may have placed a high value on status and money. Yet, when you start a family, balance in your work and home life may become more valuable. A few examples of values are: accountability, belonging, challenge, commitment, integrity, decisiveness, fairness, hard work, honesty, insightfulness, and professionalism. There are many, many more and numerous lists can be found on the internet.

Values are important in all aspects of our lives. Take some time and identify what your top five values are. Identifying and understanding your values can be challenging. By becoming more aware of these important factors in your life, you can access them as a guide to making the best choice in any situation. Remember, some of life's decisions are about determining what you value most and your values can be a strong guiding force to point you in the right direction.

Wishing you a productive and positively inspired month!

Positively provided by: Wroten & Associates and Marilyn Allemann, LCSW, CPC

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