



# LEAD WELL

## Values

*Lead Well Podcast Episode 1 - Dr. Dawn Marie Kier*

- 1) **Aligning to our beliefs and values as leaders allows us the opportunity to live and lead from a place of transparency.**
  - **Values** state what's important to us. Our values may change over time. Our core **beliefs, however**, may deepen but do not change, and are impressed in us from our families. Based on these definitions, what are two or three values and beliefs you see present in your life?
  
- 2) **Generally, there are great expectations around how most people believe leaders should behave and operate.** When there is no value alignment in leadership, there is distrust and guardedness amongst individuals and teams.
  - Think about a time when you experienced a leader or someone in authority operate in a way that didn't line up with who they said they were. How did it affect you and others?
  - *Did this experience affect your view of the organization and its leaders? If so, how?*
  
- 3) **Becoming value-based leaders begins with discovering our values and principles, then living these values out.**
  - How are your values showing up in your day-to-day life?
  - What are one or two things you can do, specifically, to make these values and beliefs more real in your life?
  
- 4) **Share your values!** Values should be affirmed and should have a positive quality within your life—if others can't see your values it doesn't mean all is lost, it just points to an area to grow in.
  - Who are two people (personal or professional) you can share your values with? What are two ways in which they can help you grow in living out your values?

### Take Action:

Conversations, moments of tension or disagreement with others, and times when decisions must be made, are times when our values and beliefs shine through the most. This week, closely assess yourself in some of these moments and ask yourself these questions:

- How am I showing up?
- Is this the way I want to show up?
- What type of things prevent me from consistently showing up the way I'd like to?

Being aware of these situation and triggers provides us the opportunity to modify our behavior in these situations.