

## LIVING INTO OUR VALUES

### Exercise 1: Values Clarification

*Content and exercise covered on pages 185-190 of Dare to Lead.*

Using the list of values on page 188 of *Dare to Lead*, choose one or two values—the beliefs that are most important to you, that help you find your way in the dark, that fill you with a feeling of purpose.

When selecting your values, ask yourself the following questions:

- Does this define me?
- Is this who I am at my best?
- Is this a filter that I use to make hard decisions?

Value 1: \_\_\_\_\_

Value 2: \_\_\_\_\_

### Exercise 2: Taking Values from BS to Behavior

*Content and exercise covered on pages 190-193 of Dare to Lead.*

Answer the following questions to dig into your values.

Value #1 \_\_\_\_\_

**01.** What are three behaviors that support your value?

\_\_\_\_\_

**02.** What are three slippery behaviors that are outside your value?

\_\_\_\_\_

**03.** What's an example of a time when you were fully living into this value?

\_\_\_\_\_

## Exercise 2: Taking Values from BS to Behavior *(continued)*

Content and exercise covered on pages 190-193 of *Dare to Lead*.

Value #2 \_\_\_\_\_

**01.** What are three behaviors that support your value?

\_\_\_\_\_

**02.** What are three slippery behaviors that are outside your value?

\_\_\_\_\_

**03.** What's an example of a time when you were fully living into this value?

\_\_\_\_\_

Keeping in mind both of your values, answer the following.

**01.** Who is someone who knows your values and supports your efforts to live into them?

\_\_\_\_\_  
\_\_\_\_\_

**02.** What does support from this person look like?

\_\_\_\_\_  
\_\_\_\_\_

**03.** What can you do as an act of self-compassion to support yourself in the hard work of living into your values?

\_\_\_\_\_  
\_\_\_\_\_

**04.** What are the early warning indicators or signs that you're living outside your values?

*For example, in *Dare to Lead* we discuss the four P's: pretending, performing, pleasing, and perfecting. I have to look out for a fifth - polling.*

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\_\_\_\_\_

## Exercise 2: Taking Values from BS to Behavior *(continued)*

*Content and exercise covered on pages 190-193 of Dare to Lead.*

When we start polling people, it's often because we don't trust our own knowing. It feels too shaky and too uncertain. We want assurances and folks with whom we can share the blame if things don't pan out. I know all about this. I'm a professional pollster—it's hard for me to go it alone sometimes. When I'm making a difficult decision and feel disconnected from my intuition, I have a tendency to survey everyone around me. Ironically, since doing this research, surveying has become a red flag for me—it tells me that I'm feeling vulnerable about making a decision.

**(Gifts of Imperfection, p 88)**

**05.** What does it feel like when you're living into your values?

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**06.** How does living into your two key values shape the way you give and receive feedback?

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### ***Exercise Instructions:***

- 01.** Once everyone has completed the exercise, break into small groups of two or three. Give everyone time to share their completed worksheets with their small group.
- 02.** IMPORTANT! After everyone has shared, go around the full group and have each person share their two values and identify one way the team or group can support those values. This is a major trust and container building experience.
- 03.** If time allows, you can also have everyone write their name and their two values on a sheet of paper. Hang the paper in the room and ask everyone to write one gratitude for each person and stick it under their name. This is another powerful trust and container building experience. We use the 11X17 sticky note posters. If you walk through our office, most people have their poster hanging up (and it's been a year).