

Putting Your Values to Work

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What We Will Do

- Explore values and how they relate to success
- Exercises to uncover and articulate your top core values
- Reflect on how fully you are living those values in your life now
- Commit to putting your values to work for you

Why Values

- Think about what brought you to a career in the nonprofit sector
- We were all drawn to a profession that connects to philanthropy - a concept whose roots lie in the love of humanity.
- Love is a powerful reason to pursue our work.
- And yet...
 - Complex issues, rising needs, pressure to raise more money, limited resources, unresolved conflicts, etc.

Inspirational Stories

My desire for autonomy has led me to focus on a leadership style that aims to empower my team to develop their own capacity for independent thinking and decision-making. I've seen significant growth in my team members which I believe is in part due to this approach, and our revenue and retention rates have borne this out.

My values include curiosity and creativity. My role is in fundraising operations. You would think that my values and role are at odds, but no. I fulfil my curiosity in discovering what the data is telling me about our donors, performance and goals. I get to be creative in how I present the story that the data is telling; crafting a narrative that helps the organization make data driven decisions.

Core Values

- Values are principles that you hold to be of worth
- They represent who we are now and not who we would like to be or think we should be
- They are intangible and not something we have or do

Values Serve As a Compass



Values Exercise

Personal Reflection: Must Haves



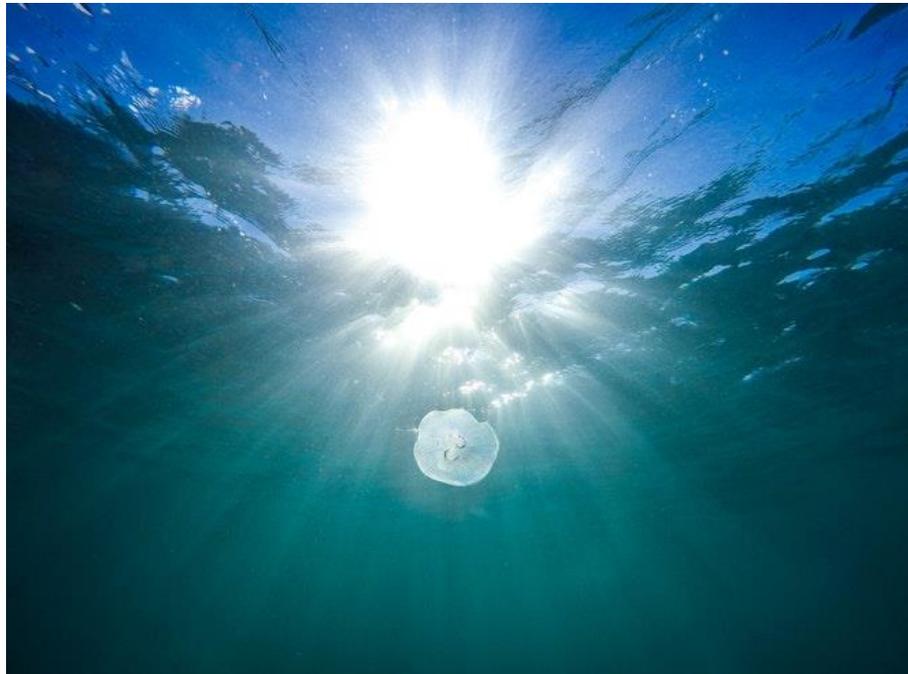
Values Exercise

Guided Visualization: Peak Moments



Values Exercise

Personal Reflection: Suppressed Values



Values Exercise

Philanthropy = love of humanity



Choosing Your Core Values

- Imagine you are starting a new job, what values would be most important for you
- If you are travelling to a new and unknown place, what values would you want with you

Trust Your Instincts

How Values Can Serve You

- You Feel Motivated to Take Action
- You Can Quiet Your Negative Voices
- You Have a More Fulfilling Life

You Feel Motivated to Action

Identifying my values (connection, courage, reliability, creativity, kindness) grounded me in discovering my unique value in my role. When I was considering a new role within my organization, I mapped it to my values and noted it was even more closely aligned. I pursued the position with energy and passion and landed it with one interview.

One of my values is passion. The emotional connection to what I do is critical to my success. Today, I can honestly say, I love what I do. I feel like I am making a difference and am respected for the contributions I make. My values may look like 5 words on a post it note to others but to me they are what keeps me motivated and ensures that I am the best I can be every day.

You Can Quiet Negative Voices

This is a secret permission I've given myself as a charity sector person – no special events. I don't go to golf tournaments, gala dinners, walk a thons, nothing. Once I started a family and increased my volunteer board activity something had to give. And so I created a self-permission hard and fast rule. No events, no exceptions. And it has saved my health, marriage, and soul.



You Have a More Fulfilling Life

Serving excellent peers is a life mission, and so I have networking meetings before work 3 to 5 days a week. This may “seem” generous but it’s how I live the value to serve, connect and help others succeed – BUT – it also creates valuable connections for me, provides me fresh landscape-intel on my sector and community and gives me tremendous energy and hope to start each day.

A main set of values for me is actively supporting the success of others, acting in genuine service of them and seeing the best in them. When others around you succeed, it lifts everyone up. It’s highly fulfilling to see someone go from “I don’t believe I can do this” to “wow I did it”, and seeing others grow and flourish as a result of their hard work, but in some way, your guidance and investment in them.

The Power of Values

- When we live in alignment with our values we feel an internal sense of ‘rightness’
- Honouring our values is fulfilling & energizing (even when it is hard)
- We can make decisions based on what is most important to us
- We can harness our strengths

“Will this action move me closer to my values?”

Commitment

Which value do you want to live more fully?



Keep in Touch

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