



MY VOICE TO VALUES

Gregg Levoy, a man of voice, echoes in my mind, as he speaks to a “responsibility of putting action behind intentions, how courage keeps us on course, how the capacity to be shaken up is key to growth and are a means to build character.” ~Gregg Levoy.

What matters most?

“Values are the essence of who we are as human beings. Our values get us out of bed every morning, help us select the work we do, the company we keep, the relationships we build and ultimately, the groups and organizations that we lead. Our values influence every decision and move we make, even to the point of how we choose to make our decisions” (Rue, Bob. (2001). *Values Based Leadership: Determining Our Personal Values*. July – August. P. 12)

Values are leading fundamentals in my evaluations of any conflict or struggle that I encounter in my reality and existence. Values tend to give permission and consent to my solutions or process. There is significance and meanings brought to life through my values reflections as I build my business to serve others. There is a desire and drive to convey and model the congruency between my thoughts, words and actions. My approaches to values are ones of: *moral development, values clarification and action learning*.¹

Some of my moral imperatives could certainly be individualistic while others are collective. I believe that inherent values, when proclaimed and practiced, can lead to values conflict. Whether you see values as a means to your conscience, a divine voice speaking through the human spirit or whether you see values as beliefs and the difference between the right and wrong thing to do, any way it can speak to you personally.

There are fundamental efforts to strengthen “*Valuing human differences;*” to foster opportunities for discovery of commonalities and complementary strengths amongst collective groups for appreciation to transpire. *Values conflicts* do arise within a collective group; just as an individual who does not take a stance on his/her value can also potentially find self in an *internal values conflict*. Values conflicts can result in indecisiveness, inaction, and the use of more than one single value approach and/or results of *trade offs*. Value conflicts require difficult tradeoffs, which decision makers generally avoid. *Trade offs* can be emotional, cognitively complex, socially stressful and uncomfortable and even difficult to justify. (Abelson 1959, Tetlock, 1986)

¹ **Moral development:** “The formation of a system of underlying assumptions about standards and principles that govern moral decisions.”
Moral Development - STAGES OF MORAL DEVELOPMENT - Lawrence Kohlberg, Mean Example, Morality, and Social - JRank Articles
<http://psychology.jrank.org/pages/431/Moral-Development.html#ixzz3hhpWqgck>

Values clarification¹: “a method whereby a person can discover his or her own values by assessing, exploring, and determining what those personal values are and how they affect personal decision making.”
values clarification 1

Action learning: a continued process of learning and reflection with the support of a group of colleagues, working on real issues. The action learning method is increasingly used to bring innovation to many different fields of work. The principles of action learning can achieve improvement and transformation in a wide range of applications and disciplines, including professional training and educational contexts.

“Values are My Beacon.” Kelly Gallant

Why Values?

Values based practice has been rooted in ethics, philosophy and spiritual appreciations. My personal view is that human potential can be improved if the focus is placed on *not what is wrong* and we attempt to *fix it*, but *what is right with you and for you*; not what is wrong but what is **strong!**

The *value of values* is that we can potentially appreciate each other and ourselves in a meaningful way. If we take the time to *invite and describe* within shared dialogue, those past messages that have been transmitted to us, informed or influenced us, can be spoken for and then we can create the means to ask, “*What holds us up or what holds us back?*” ~Kelly Gallant

Value systems² can be examined, re-examined and even changed; just as *we can learn, we can unlearn* (K.G.). My inclination for inquiry into the derivations of individuals’ values principally is to: “preserve and enhance the welfare and wellness, safety and stability of individuals and humane climates in personal and professional living.” ~Kelly Gallant

I believe that *values identification and development* will enable us to lead and live a more purposeful and integral life. In the process of acquiring a *values system* within my reality and existence, In the process of acquiring a *values system* within our realities and existence, we internalize and gain permission to focus on *the inside of us*, for the means of *the outside world*. When I began to internalize my values and granted this permission to focus on the inside of me, for the means of the outside world, I called it “*My Mindful Deliberance.*” ~ K.G

How to identify and develop values?

My studies have shown me that in the 1960’s; *values clarification* was associated with *moral and character education* with the founding Father, Louis E. Rath. I appreciated that there seemed to be interest in the *moral child* and educating with leading strategies and tools that allowed the child to have reflections on their own experiences. Rath’s highlighted the significance of the “process of valuing” which focuses on the *how, what and why* a person values this particular thing, person etc. It explores what it means to *have value, how to develop consciousness of values, refine one’s choice, and enact them.*

In contrast, Rath’s applied this approach to advocate for consideration to alternatives or *opposing values*; this strategy (clarifying response) for *values clarification*, can stimulate a process of thinking more clearly throughout confusion and encourages self-direction. The theory and argument was that ‘*when and only when the 7 specific criteria were met, then the person really values x;*’ this was based on the objectives of choosing, prizing and acting.

² Values systems: Any set of connected or interdependent values (Oxford dictionary)

<http://www.oxforddictionaries.com/definition/english/value-system>

Those 7 Inquiries:

1. Has value x been *chosen freely* with no external influences?
2. Has value x been *chosen from alternatives*?
3. Has value x been *chosen after thoughtful (cognitive not impulsive) consideration to consequences of the alternatives*?
4. Is value x *positive and is the client happy with it*?
5. Is value x *something that the individual will exhibit pride publicly to affirm choice*?
6. Will value x *give direction to the individual's life and influence his/her actions*?
7. Has or will value x support *actions repeatedly or on occasion*?

Values Leading Self and Others

Who am I in leadership?

My **purpose** in Leadership:

- To partner with individuals, groups and teams;
- To mentor my service users;
- To dedicate service for the social good and community development as a whole;
- To deliver an economic activity to the public;
- To invest in human capital (human potential);
- To reinforce and empower the value of learning and culture within an organization;
- To enable individual and organizational growth and learning;
- To educate on career development and sustainability;
- To promote job, career, life satisfaction, health and wellness.
- To increase positivity and productivity amongst individuals and groups;

What Am I In Leadership?

My **promise** in leadership: *"I can and I will..."*

"Inside - Out" by: Kelly Gallant

I am...a people focused person and cause conscious

I believe...that the real work has to start with self

I have...choice to move forward or stay stuck

I know...my talents, gifts and values that exist within

I feel...grounded in self-understanding

I need...to release my emotions and fears surrounding the journey

I think...crisis is a norm of life and can see a means to growth

I want...to find fulfillment and be self-reliant

I promise...to work with intention within my life

I can...develop more certainty and conviction as I grow my leadership

I will... serve others and nurture my own and others' human potential.

Me...I am driven by cause and inspired in change

You...may see me working from a self-authoring mind

They...too will find fulfillment and internal stability

We...will manage external equilibrium

Us... is the ideal with a full spectrum consciousness.

To lead in the 21st century, this expanded state of awareness will allow me to see how the inner compass, that beacon, what we label as values, will guide *me to us*. We are to lead by *who we are and the why we do what we do, leading at every level* in our lives. ~K.G

What is your leadership story?