

# VALUES, BELIEFS, ATTITUDES AND CHARACTER

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# AGENDA

Values

Beliefs

Attitudes

Character

Refree

Questions — Values  
Attitudes.

Hab

2 yrs.

Childhood  
Value system.  
decision  
→ action

# VALUES: WHAT ARE THEY?

The principles that help you to decide what is right and wrong, and how to act in various situations – Oxford Dictionary

truthful  
talk truth =  
lie ← - integrity

The importance of a value system is that once internalized it becomes, consciously or subconsciously, a standard or criterion for guiding one's action.

# FOUNDATION, FOCUS, AND FUTURE VALUES



## Foundation values:

- The values we need in place to have a solid foundation to our lives
- If our foundation values are threatened or if we are stressed, satisfying these values will demand most of our energy, pulling us away from our focus and future values.
- Who are habitually very stressed may live out much of their lives in this area.

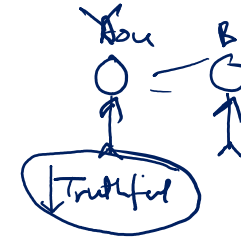
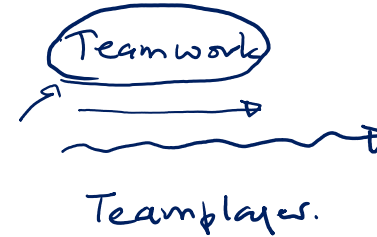
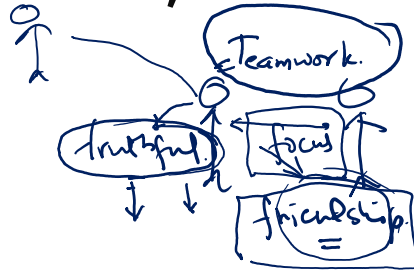
# FOUNDATION, FOCUS, AND FUTURE VALUES

## Focus values:

These are those value priorities in our lives that describe,

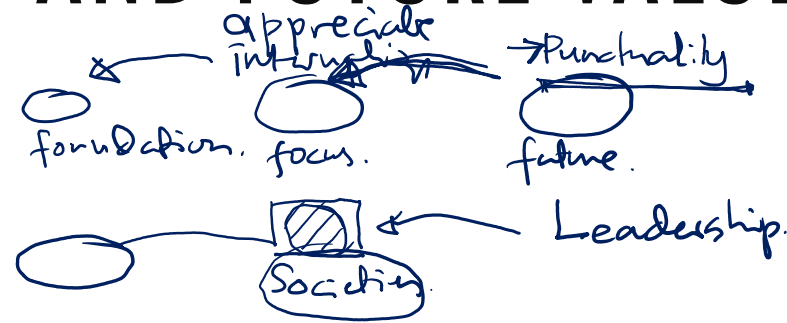
- our present world view,
- our criteria for decision making,
- our attitude toward relationships, and
- the focus of most of our energy.

We therefore tend to be more aware of our focus values than we are of our foundation or future values.





# FOUNDATION, FOCUS, AND FUTURE VALUES



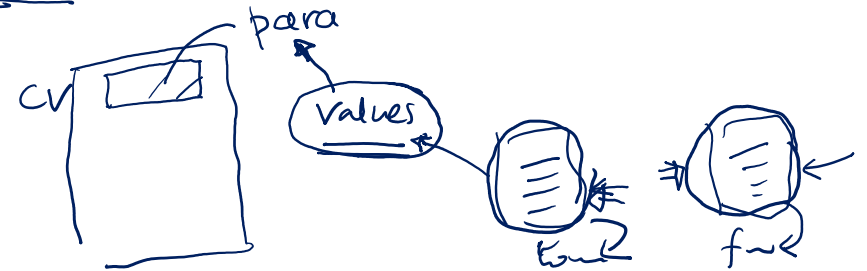
Future values:

These represent what is important to us about the future we are moving into.

Because they are not yet fully developed, but at the same time are important to us, they motivate us to grow and develop – pulling us into the future every moment of our lives.

# VALUE OF VALUES

Your value = values of you



! When we practice, actualize or embody our priority values, we experience our lives as meaningful, significant and important.

! Values help us understand why we believe what we believe – and, if we wish, to change it.



! Shared values are the basis of relationship – the better we understand our own and others' values, the more likely we are to have meaningful and fulfilling relationships.

! If we value something, we will go after it – we will be motivated by it. Thus, if we understand our values, we also know what motivates us.

! Knowing our own values makes us more tolerant of others' values – and of them as people – and so leads us to appreciate diversity.

# VALUE OF VALUES

! Being aware of our values helps us answer some of the big coaching questions such as 'Who am I?' and 'What is the difference I want to make?'

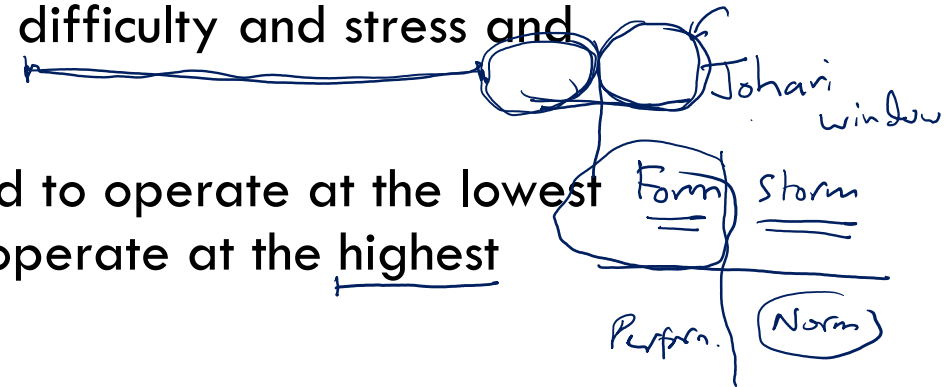
future values

! Discerning our future values enables us to act more intentionally and move smoothly into future phases of our lives.

2 yrs.

! Knowing our foundation values helps us deal better with difficulty and stress and return to equilibrium more quickly.

! Teams that are unaware of their value priorities will tend to operate at the lowest common denominator world view; self aware teams can operate at the highest common denominator





# BELIEFS



# BELIEFS

“Beliefs are constructs that we hold to be true, especially one without proof”

“Belief is the state of mind in which a person **thinks something to be the case** **with** or **without** there being **empirical evidence** to prove that something is the case with factual certainty”

-Wikipedia

# ATTITUDE



Attitude is a mindset or a tendency to act in a particular way due to both an individual's experience and temperament.

An attitude includes three components: an affect (a feeling), cognition (a thought or belief), and behavior (an action).

Although the feeling and belief components of attitudes are internal to a person, we can view a person's attitude from his or her resulting behavior.

# ATTITUDE

Attitudes may simply be an enduring evaluation of a person or object (e.g., “I like John best of my coworkers”), or

An emotional reactions to objects and to people (e.g., “I dislike bossy people” or “Jane makes me angry”).

Attitudes also provide us with internal *cognitions* or beliefs and thoughts about people and objects (e.g., “Jane should work harder” or “Sam does not like working in this department”).

Attitudes cause us to behave in a particular way toward an object or person (e.g., “I write clearly in patients’ charts because it upsets me when I can’t read someone else’s handwriting”).

# ATTITUDE

## Positive Attitude

Individuals who have a positive attitude will pay attention to the good, rather than bad in people, situations, events, etc.

Positive attitudes are rewarded. It means the individual is encouraged to do the same thing in future.

If we think positive thoughts we will surely experience such emotions as joy, love, gratitude, peace, and hope.

Having a “positive attitude” means a person believes everything happens for the best in the end.

## Negative Attitude

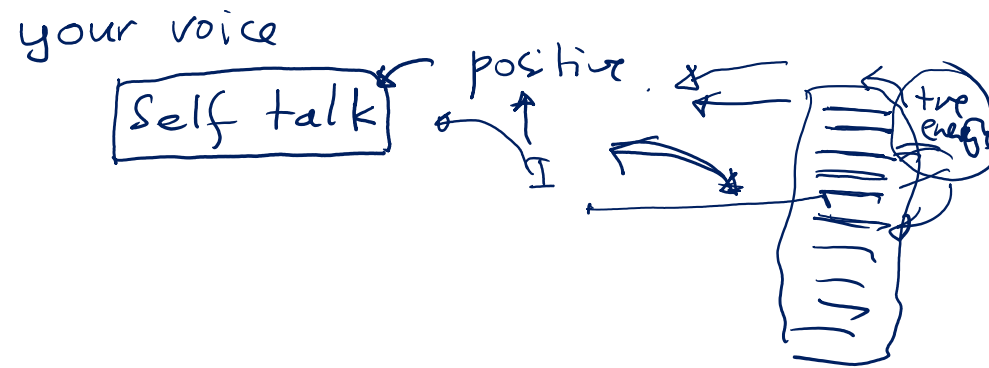
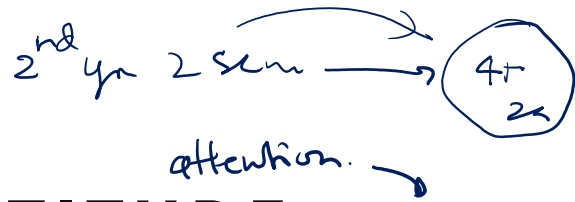
People with a negative attitude ignore the good and pay attention to the bad in people, situations, events, etc.

Negative attitudes are punished in order to discourage the same action in future.

If we think negative thoughts we will definitely have negative feelings such as anger, disappointment, irritation, envy, etc.

A person with a “negatives attitude” tends to believe their best days are in the past. There is nothing to “look forward to” and considers it a waste of time and energy.

# ATTITUDE



## Positive Attitude

It is an optimistic approach of a person to achieve good results.

It can achieve long-term goals easily and in time

It is a process of solving problems.

A person with a positive attitude pays attention to the virtues of others.

These persons always see opportunities.

## Negative Attitude

It is a pessimistic mindset of a person who is not capable of handling critical issues.

It can achieve some initial goals but not the long-term goals

It is a process of looking for problems.

A person with a negative attitude pays attention to other people's shortcomings.

These persons see only limitations.

# CHARACTER



Group of qualities that make a person, group or thing different from others.

What is “good character?” One definition is

1. “**knowing the good**, **desiring the good** and **doing the good**”; i.e., **the head**, **the heart**, **the hand**.
2. “understanding, caring about and acting on core ethical values such as honesty, responsibility, respect, hard work and caring for others.”

# HOW CHARACTER DEVELOPS

Your values shape your beliefs

Your beliefs shape your attitudes

Your attitudes shape your behaviors/actions.

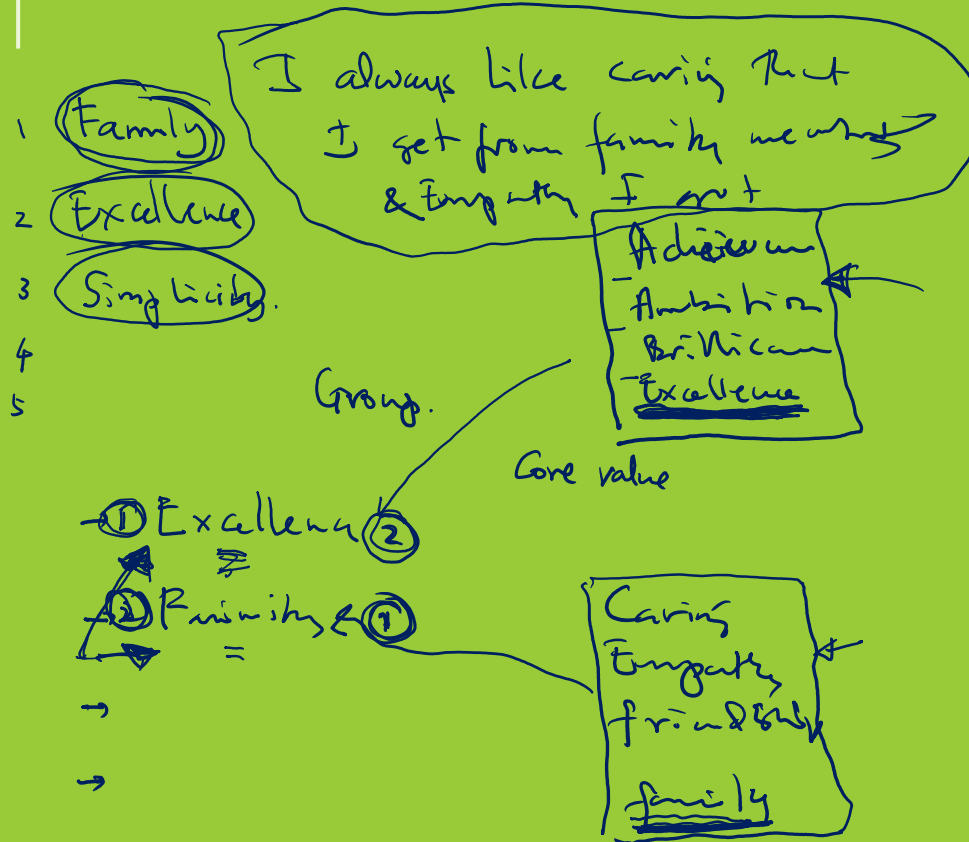
Your behaviors/actions shape your habits

Your habits shape your character

Your character shapes your destiny



# VALUES EXERCISE



## VALUES EXERCISE

(<http://www.taproot.com/archives/37771>)

1. *Determine your core values.* From the list below, choose and write down every core value that resonates with you. Do not overthink your selections. As you read through the list, simply write down the words that feel like a core value to you personally. If you think of a value you possess that is not on the list, be sure to write it down as well.

Abundance	Decisiveness	Kindness	Proactivity
Acceptance	Dedication	Knowledge	Professionalism
Accountability	Dependability	Leadership	Punctuality
→ Achievement	Diversity	Learning	Recognition
Advancement	Empathy	Love	Relationships
Adventure	Encouragement	Loyalty	Reliability
Advocacy	Enthusiasm	Making a	Resilience
Ambition	Ethics	Difference	Resourcefulness
Appreciation	Excellence	Mindfulness	Responsibility
Attractiveness	Expressiveness	Motivation	Responsiveness
Autonomy	Fairness	Optimism	Security
Balance	Family	Open-Mindedness	Self-Control
Being the Best	Friendships	Originality	Selflessness
Benevolence	Flexibility	Passion	Simplicity
Boldness	Freedom	Performance	Stability
Brilliance	Fun	Personal	Success
Calmness	Generosity	Development	Teamwork
Caring	Grace	Proactive	Thankfulness
Challenge	Growth	Professionalism	Thoughtfulness
Charity	Flexibility	Quality	Traditionalism
Cheerfulness	Happiness	Recognition	Trustworthiness
Cleverness	Health	Risk Taking	Understanding
Community	Honesty	Safety	Uniqueness

# VALUES EXERCISE

STEP 1: Start with a Beginner's Mind

STEP 2: Create Your List of Personal Values

STEP 3: Chunk Your Personal Values into Related Groups

STEP 4: Highlight the Central Theme of Each Value Group

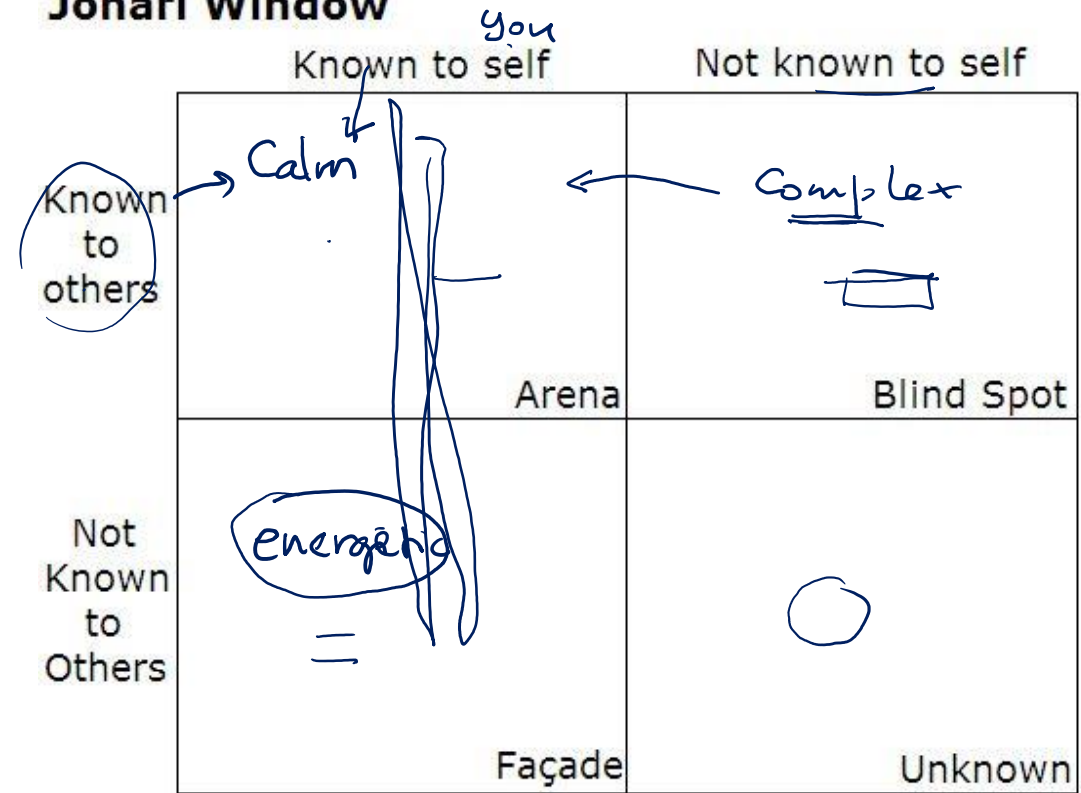
STEP 5: Determine Your Top Personal Core Values

STEP 6: Give Your Personal Values Richer Context

STEP 7: Test the Ecology of Each Value 

# JOHARI WINDOW EXERCISE

## Johari Window: A graphic model of awareness in interpersonal relations



# JOHARI WINDOW

f  
1  
G  
2  
3  
.

You  
1  
2  
3  
f  
S  
S

Johari adjectives A Johari Window consists of 55 adjectives used to describe the participant, in alphabetical order:

- |                    |                 |                  |
|--------------------|-----------------|------------------|
| • able             | • idealistic    | • relaxed        |
| • accepting        | • independent   | • religious      |
| • adaptable        | • ingenious     | • responsive     |
| • bold             | • intelligent   | • searching      |
| • brave            | • introverted   | • self-assertive |
| • <u>calm</u>      | • kind          | • self-conscious |
| • caring           | • knowledgeable |                  |
| • cheerful         | • logical       | • sensible       |
| • clever           | • loving        | • sentimental    |
| • <u>complex</u>   | • mature        | • shy            |
| • confident        | • modest        | • silly          |
| • dependable       | • nervous       | • spontaneous    |
| • dignified        | • observant     | • sympathetic    |
| • <u>energetic</u> | • organized     | • tense          |
| • extroverted      | • patient       | • trustworthy    |
| • friendly         | • powerful      | • warm           |
| • giving           | • proud         | • wise           |
| • happy            | • quiet         | • witty          |
| • helpful          | • reflective    |                  |

# CONCLUDING REMARKS

Knowing values, beliefs and attitudes helps us to develop a compelling character, to live a remarkable professional life

Industry always emphasize, “We hire individuals with good values and attitudes, because with those qualities, developing their technical skills is a simple task”

Know thyself – Socrates

Knowing yourself is the beginning of all wisdom – Aristotal

# EXERCISE

- - Write “About Me” paragraph to a CV highlighting your core values. This may contain 5-6 Sentences (60~75 words).
- - Complete Johari window exercise by getting feedback from your parents, friends, teammates, teachers
- Write a reflective journal on an incident/situation in real life that you faced where content discussed in this lecture will be useful/can be put into practice
- Submit your assignment on or before midnight 03<sup>rd</sup> August, 2021