

Robert
Glazer

My Elevate

Who
I am
as a person

Connection
to my
Big 5 for
life

Discovering Core Value

Core Values: The principles
that are not negotiable
in your life

drive behaviors
foundation for decision

Big 3

- occasion
- life path
- community to life is

Authentic leadership

TIP
for
search } Connect to situation when core
values were violated

Living Your Core Values

Warren
Rustin?

• Proactive scheduling?

It is about being prepared

Showing
up

⇒ Honest - Transparent - Vulnerable
→ creates trust

being effective & efficient
at the same time

meeting

↳ purpose	Cascades
↳ outcome	
↳ clear timebox	

Schedule based on priority

Family | Business | Community | Self

4 buckets

establish 3 highest priors
in each of the 4 categories

per Prio - List key activities
by a certain date

A ability to manage time

[Do not sacrifice on marriage
and children

[Part of scheduling & time management]

Strategy of calendar blocking

What part of my life would I
work with (RED FELLOW)

Integrate my strengths from
Strength Finder in RASP

(HP)

Strength finder (20)

— what are my key strengths

- Focus on what you're good at

The Achievers

- tackling new tasks
- pushes the pace
- ⊗ caught up on goals & burn out

- remind your achievements
- set up scoring for your successes & compare to yourself.

Believers

- work that aligns with core values



Town
Path

Search for
high level
overviews

(15)

Intuits ←
• define an inspiring future
• envision → energizing ✓

Commanders

- take the lead
 - take decision
- ⇒ recent went / far
in softening crew
~ don't impose your will

Developers

- enable others / help
- coaching / teaching

~ connected to behaviors

Harmonizers

- team work
- ⇒ don't thrive in competitive env.
⇒ waste time with too much
listening

Responsibles

- social
 - let go-over blow
- ⇒ too much work

marketing
working
academia

Ideators

- draw connections
- new ways of seeing

Learners

- accumulate knowledge/skills
- pleasure in process
- teach for consultancy positions

Strategists

- imagine paths for best actions

⑨ interpret as attacks

Woofers?

• chatness

- get people on their side
- + PR & media management

Authentic leadership



Bill
George

True North

↳ understand who you
really are

often leaders lack
connection

know what issue is most
important

True North - compass that
guides them to who they
really are

Genuine people - true to
yourself & own beliefs

↳
take inspiration from own
stories

⇒ What are my stories

↳ linked with storytelling

5 problematic leadership types

(Diminishers)

Imposters

- ↳ lack self esteem
- ↳ political

Rationalizers

- do work from own values
- don't take responsibility
- own game

Glory seekers

- outward success / long, foreign glory

Losers

- fall with support structures
- love workers

Shaky stars

- too fast rising

Motivate others to reach
their full potential
about inspiring others

Self awareness

- what are you best at
- what are your strengths

→ complement shortcomings

Practice values & principles
that guide your
leadership

principles → values translated into
practices

How to
Motivate
& Inspire

(able to
speak up)

What motivates you?

• extrinsic

! T • intrinsic
↳ derived from
[your own sense of meaning
~ personal growth
~ true to beliefs
~ ...]

Balance extrinsic &
intrinsic motivational
factors

Invest in relationships -
build great support teams

- Mentors → help to learn
critical lessons
- Personal support groups
↳ what is important to
their lives
↳ clarify beliefs + honest
feedback

Integrate all aspects of your life

• personal, professional, friends, community

~ make tradeoffs & get to proper balance

Find a grounding place to regain perspective

Authentic leader → Integrity & follow their true heart

Oran's Search for meaning

Victor Frankl

Personal meaning of life

- 1) Shock (Denial / things would be different)
- 2) Apathy - focussed on survival
 - ↳ A life sustaining topics
 - ↳ shield around cruelty
 - ↳ lost meaning for life / no excitement for a future
 - ↳ no goals to reach

Focussed on a bit of happiness they remembered / this others could not take away

Some decided to live up to high moral standards

people need meaning in their
lives to derive motivation

search for meaning is greatest
motivation

otherwise - existential vacuum

Cygotharapie → helps to find
meaning
↳ how we act & make
choices determines our meaning,
provides a purpose

→ Connected to individual
context & circumstances

Manage fears by actually
pursuing them

When we
try to force
something it
often does not work

Paradoxical intervention
e.g. try to blush when in
front of others
→

④ question to discover core values

Good Core Values:

- who you are in your core, dating back to your early life
- reflect your differentiated point of view
- unique set of principles that describe you well
- short & action oriented phrase
 - ~ "find a better way & share it"
- should enable to objectively rate yourself on such a core value
 - ~ "long term orientation"

→ use the opposite to check if it is a core value

(?) In what work environments are you highly engaged?

6 questions


In what professional role or jobs did you do your best work?

What help, advice or qualities do others owe to you for?

What do you want said about you in your eulogy?
[6 slides]

→ write down the answers
→ look for common themes / phrases that appear multiple times

 Phrasing a health & vitality^a

 self guided core values
course to discover core values

testglazer.com / bliskist