

Values: Definition and Behaviours

A challenge is always how you – and others – will know if you are living your personal or organisational values. In a team or organisation, how do you get unanimity amongst everyone in terms of what “living our values” actually means?

One way to get that clarity is to go deeper...

Definition:

What does the name you give to one of your values actually mean? If “integrity” is one, how would you explain it to others – and to yourself?

Behaviours:

The way values come alive – or not – is demonstrated by what we do and what we say. To list the behaviours that honour – and the ones that violate each of our values is a useful way of holding ourselves to account. It is also the means by which we achieve a common understanding amongst a group of people who might otherwise unintentionally have varying notions.

Action

So, for each value:

Name the value:

Definition

- How would you define this value?

Behaviours

Honouring Behaviour	Violating Behaviour
What are the behaviours – what you do and say – that demonstrate to you and others that you are honouring this value?	What are the behaviours – what you do and say – that would demonstrate to you and other that you are violating this value?

This provides you with the evidence you need to hold to you values – to “walk the talk”.