

LEADERSHIP FOR INNOVATORS

SELF-AWARENESS: VALUES

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Skoltech

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Leadership Phenomena

Leadership and Values

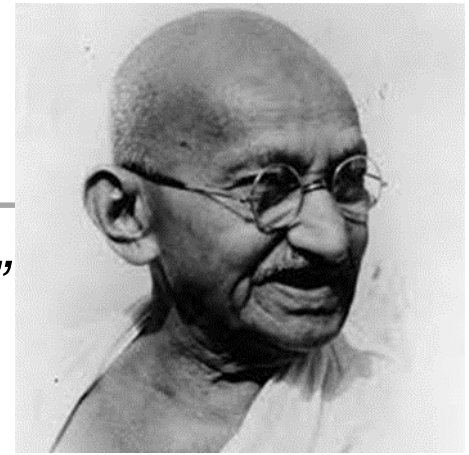
Self-Awareness

Leadership Development Approach



Who is a Successful Leader?

→ M. Ghandi: *“...we must be the change we wish to see in the world.”*

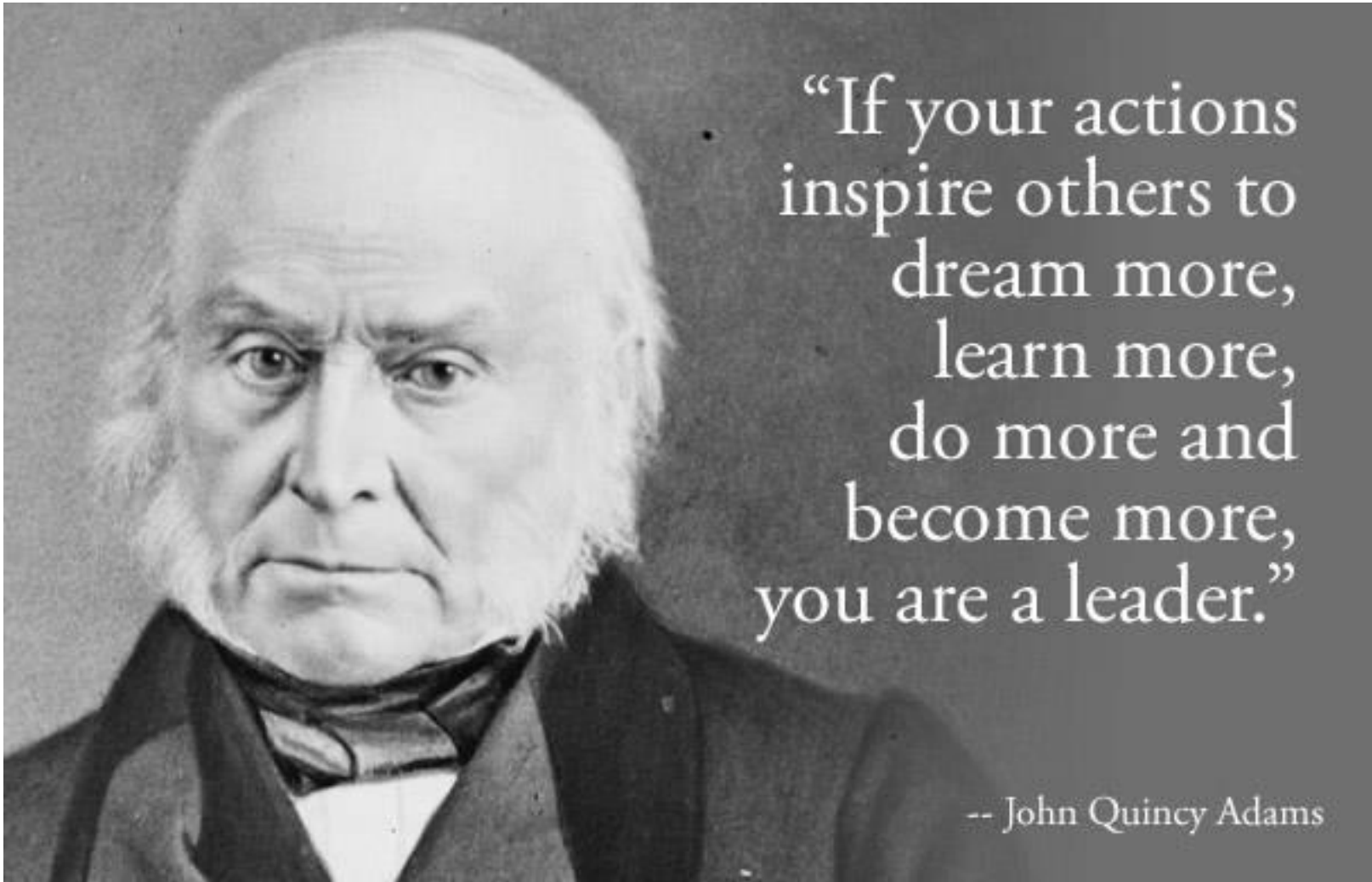


→ W. Churchill: *“The price of greatness is responsibility.”*



→ Martin Luther King, Jr.: *“A genuine leader is not a searcher for consensus, but a molder of consensus.”*

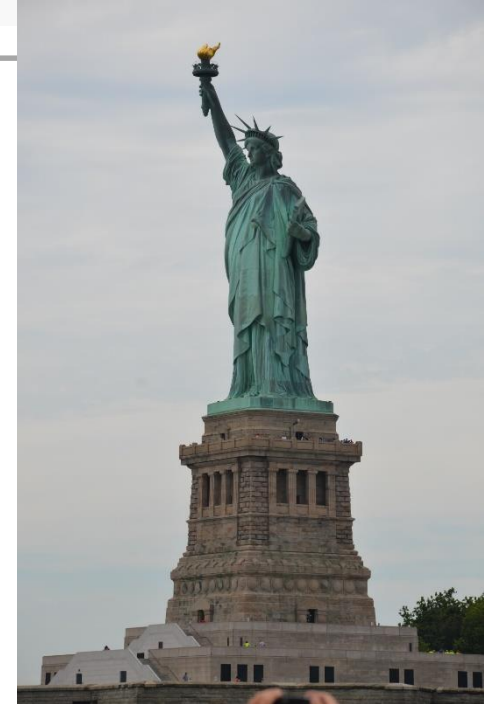
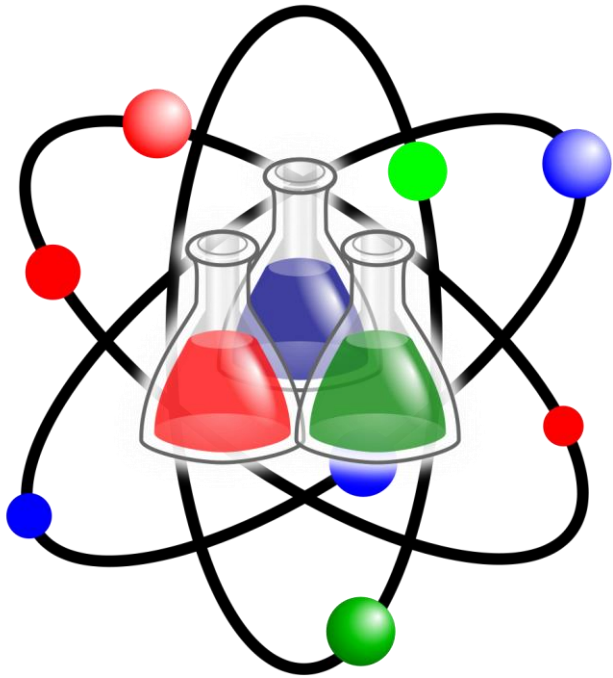




“If your actions
inspire others to
dream more,
learn more,
do more and
become more,
you are a leader.”

-- John Quincy Adams

Values: What Underlies Our Behavior



WHAT IS A VALUE?

MAKE A LIST OF YOUR 10 VALUES.

LEADERSHIP AND VALUES



Robert Merton

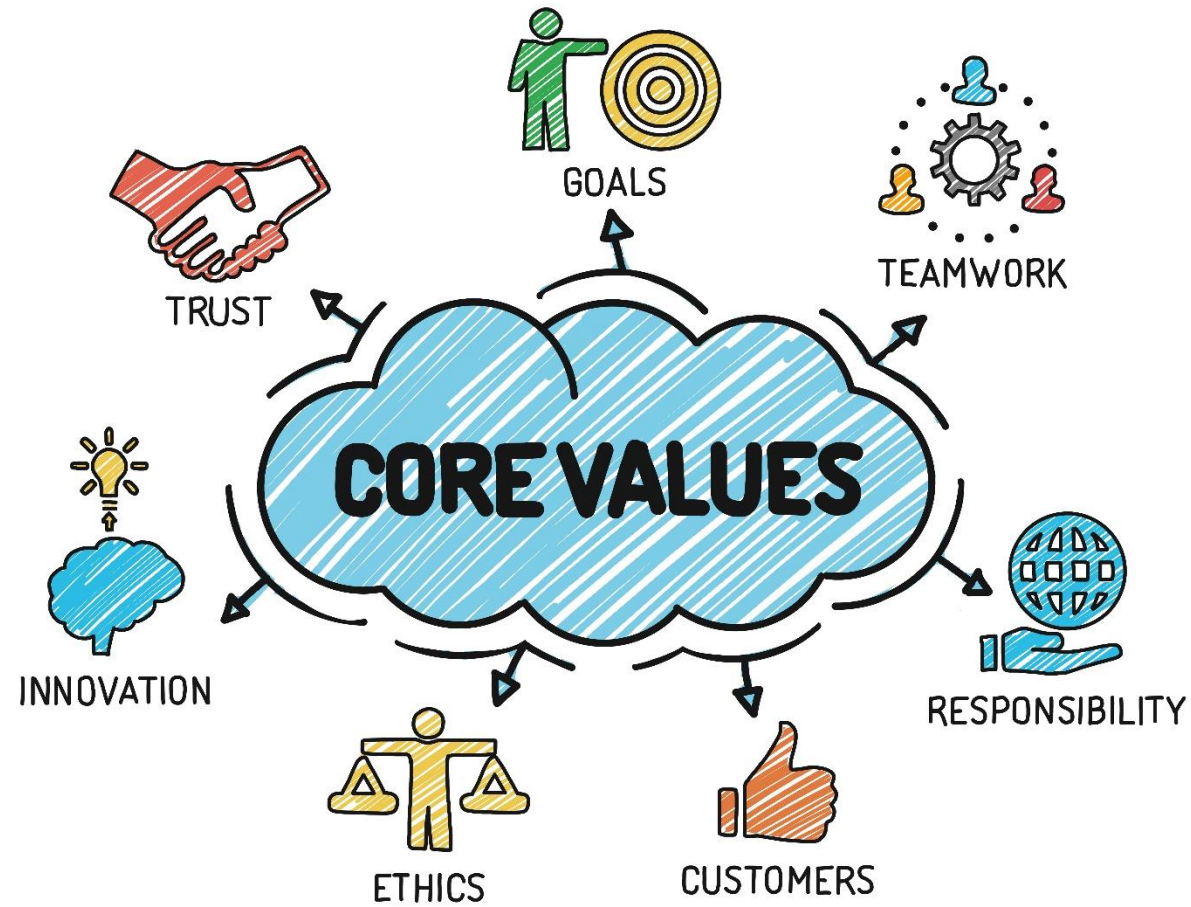


Abraham Maslow



Milton Rokeach

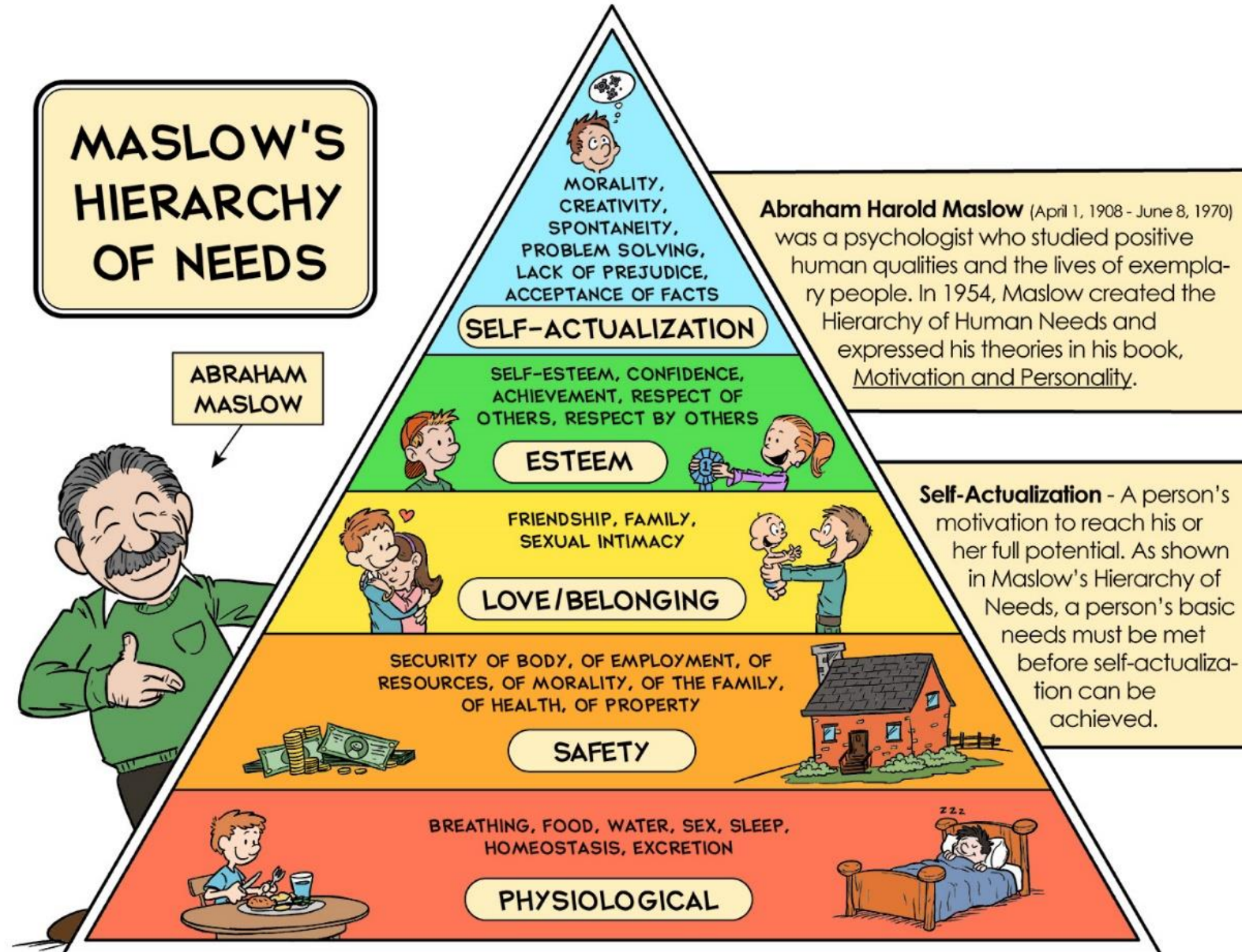
WHAT IS A VALUE?



Merton's typology

Mode of adaptation	Accept means?	Accept goals?	Example
Conformity	/	/	The non-deviant, non-criminal conformist citizen
Innovation	x	/	Factors like poor educational qualifications or unemployment mean that some people can't achieve goals by approved means, so they turn to crime as an alternative
Ritualism	/	x	Give up on achieving goals but stick to means, - e.g teachers who give up on students success but still work.
Retreatism	x	x	Drop outs, like drugs addicts or tramps, who give up altogether
Rebellion	X (/)	X (/)	Reject existing social goals and means, but substitute new ones to create a new society, like revolutionaries or members of some religious sects
/ = accept x= reject			

Maslow's Pyramid



Types of Values -- Rokeach Value Survey

terminal values

Desirable end-states of existence; the goals that a person would like to achieve during his or her lifetime.

instrumental values

Preferable modes of behavior or means of achieving one's terminal values.



Terminal Values

A comfortable life (a prosperous life)
An exciting life (a stimulating, active life)
A sense of accomplishment (lasting contribution)
A world at peace (free of war and conflict)
A world of beauty (beauty of nature and the arts)
Equality (brotherhood, equal opportunity for all)
Family security (taking care of loved ones)
Freedom (independence, free choice)
Happiness (contentedness)
Inner harmony (freedom from inner conflict)
Mature love (sexual and spiritual intimacy)
National security (protection from attack)
Pleasure (an enjoyable, leisurely life)
Salvation (saved, eternal life)
Self-respect (self-esteem)
Social recognition (respect, admiration)
True friendship (close companionship)
Wisdom (a mature understanding of life)

Values in the Rokeach Survey

Instrumental Values

Ambitious (hardworking, aspiring)
Broad-minded (open-minded)
Capable (competent, effective)
Cheerful (lighthearted, joyful)
Clean (neat, tidy)
Courageous (standing up for your beliefs)
Forgiving (willing to pardon others)
Helpful (working for the welfare of others)
Honest (sincere, truthful)
Imaginative (daring, creative)
Independent (self-reliant, self-sufficient)
Intellectual (intelligent, reflective)
Logical (consistent, rational)
Loving (affectionate, tender)
Obedient (dutiful, respectful)
Polite (courteous, well-mannered)
Responsible (dependable, reliable)
Self-controlled (restrained, self-disciplined)

Values in the Rokeach Survey (cont'd)

Your Values and Leadership

" _____ *is a 'cornerstone' in my approach to leadership.*"

ACHIEVEMENT
ADVENTURE
CHALLENGE
CONTROL
CREATIVITY
ECONOMIC
BALANCE
FAIRNESS
FREEDOM
HAPPINESS
HARD WORK
HONESTY
HARMONY
INVOLVEMENT
ORDER

AFFECTION
COMFORT
CONFORMITY
COOPERATION
DIRECTNESS
EXPERTNESS
FLEXIBILITY
FRIENDSHIP
HELPFULNESS
INDEPENDENCE
INTEGRITY
LEADERSHIP
MORALITY/ETHICS
LOYALTY

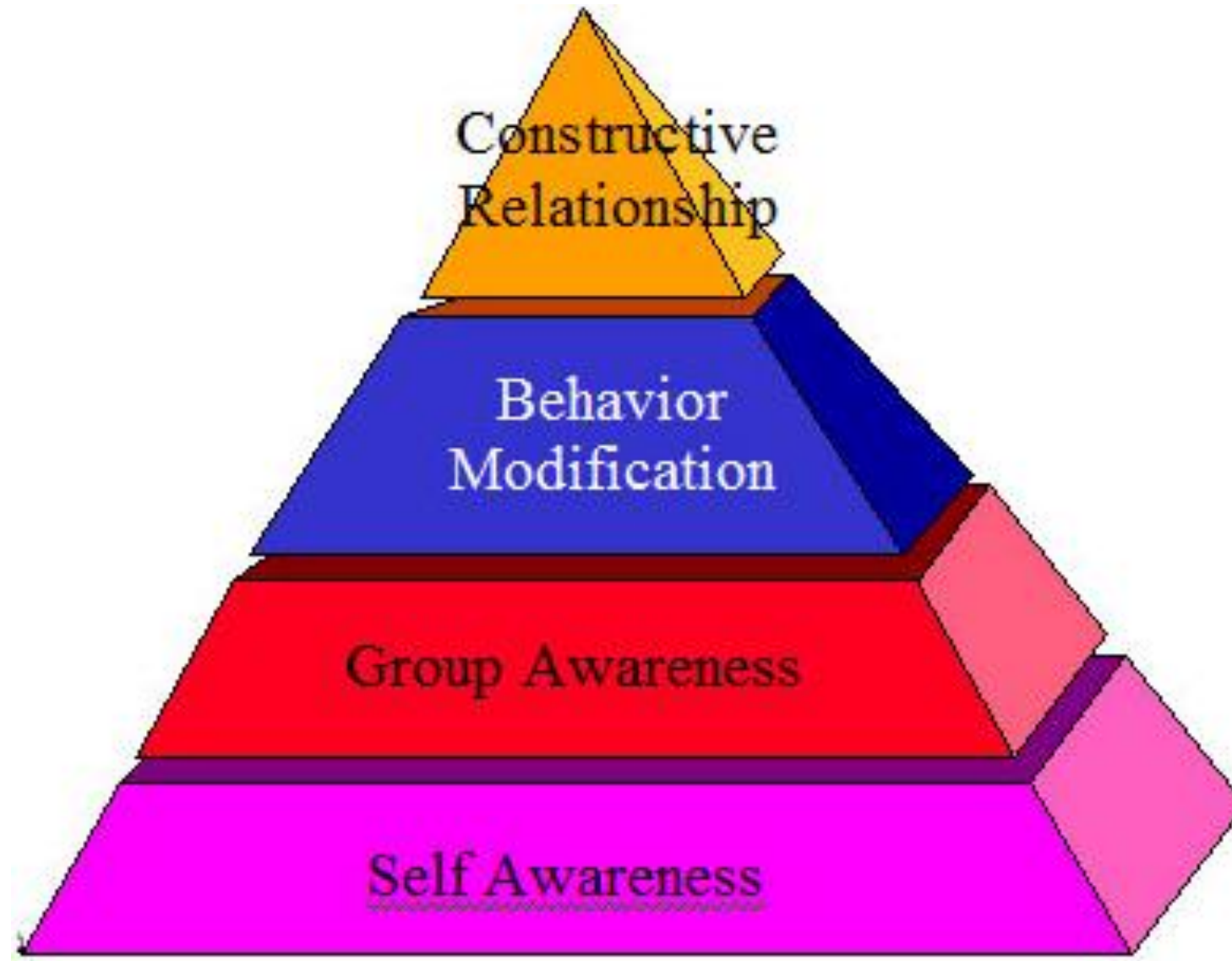
PREDICTABILITY
RESPONSIBILITY
RESPONSIVENESS
PERSONAL
DEVELOPMENT
POWER
RECOGNITION
RISK
SELF-RESPECT
VARIETY
SECURITY
TRADITION
TRUST
WISDOM
OTHER VALUES:

SELF-AWARENESS

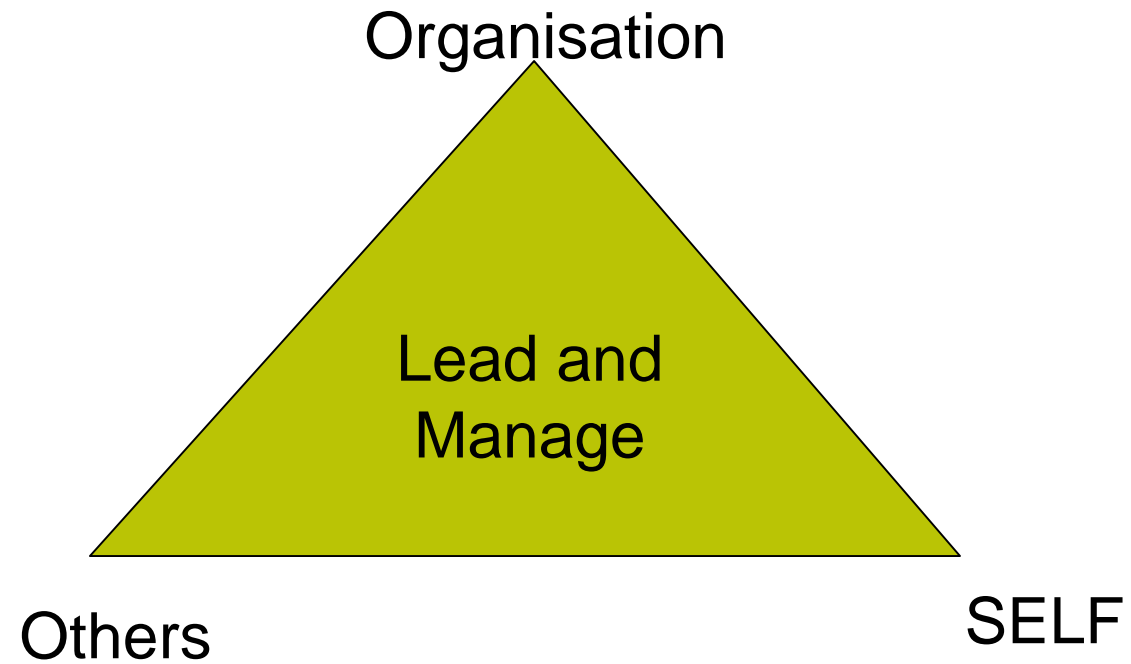


<https://www.youtube.com/watch?v=siVpPpTiEOA> Charlotte Mouyal: Self-awareness can change your life

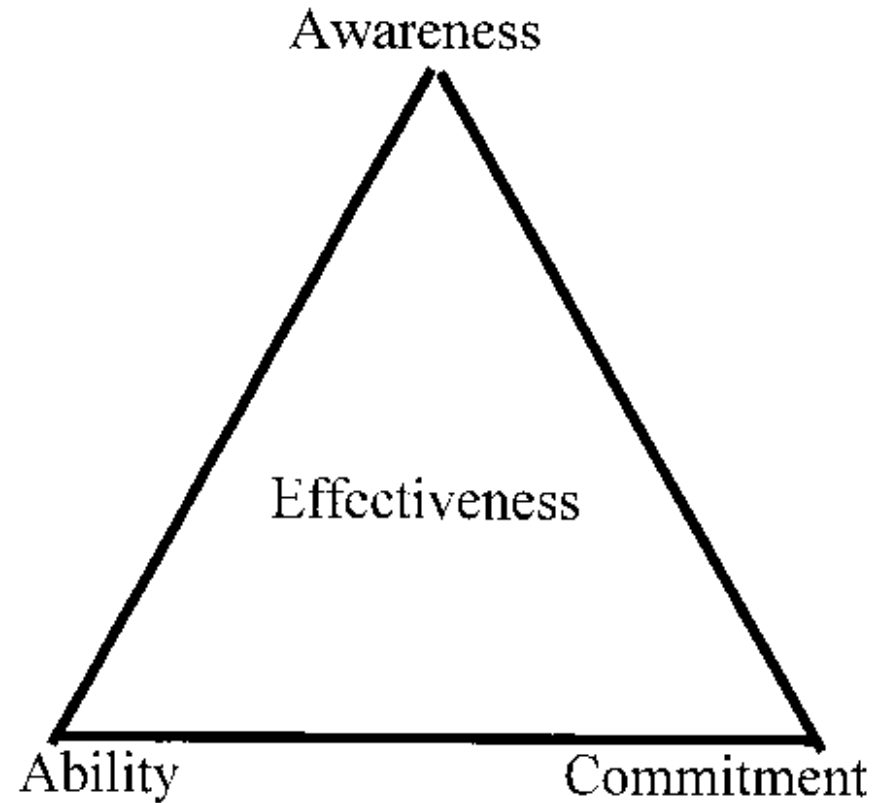
LEADING YOURSELF: PERSONAL DEVELOPMENT



Leadership Development Approach



Self-Leadership and Effectiveness



Awareness is a state of consciousness.

- It is the ability to recognize yourself, others, events and situations in real time.**
- It is the ability to assess the impact of actions on situations and others, and be critically self-reflective.**
- It is a development process that is a function of experience, communication, self discovery and feedback.**

Developing Self-Awareness

- Self-awareness is a hallmark of good leaders
- Successful leaders know what they want and have a plan
- They understand how they are perceived by others

Leadership Development Approach

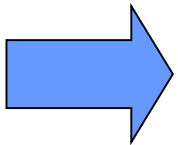
→ The first person I need to lead is myself!



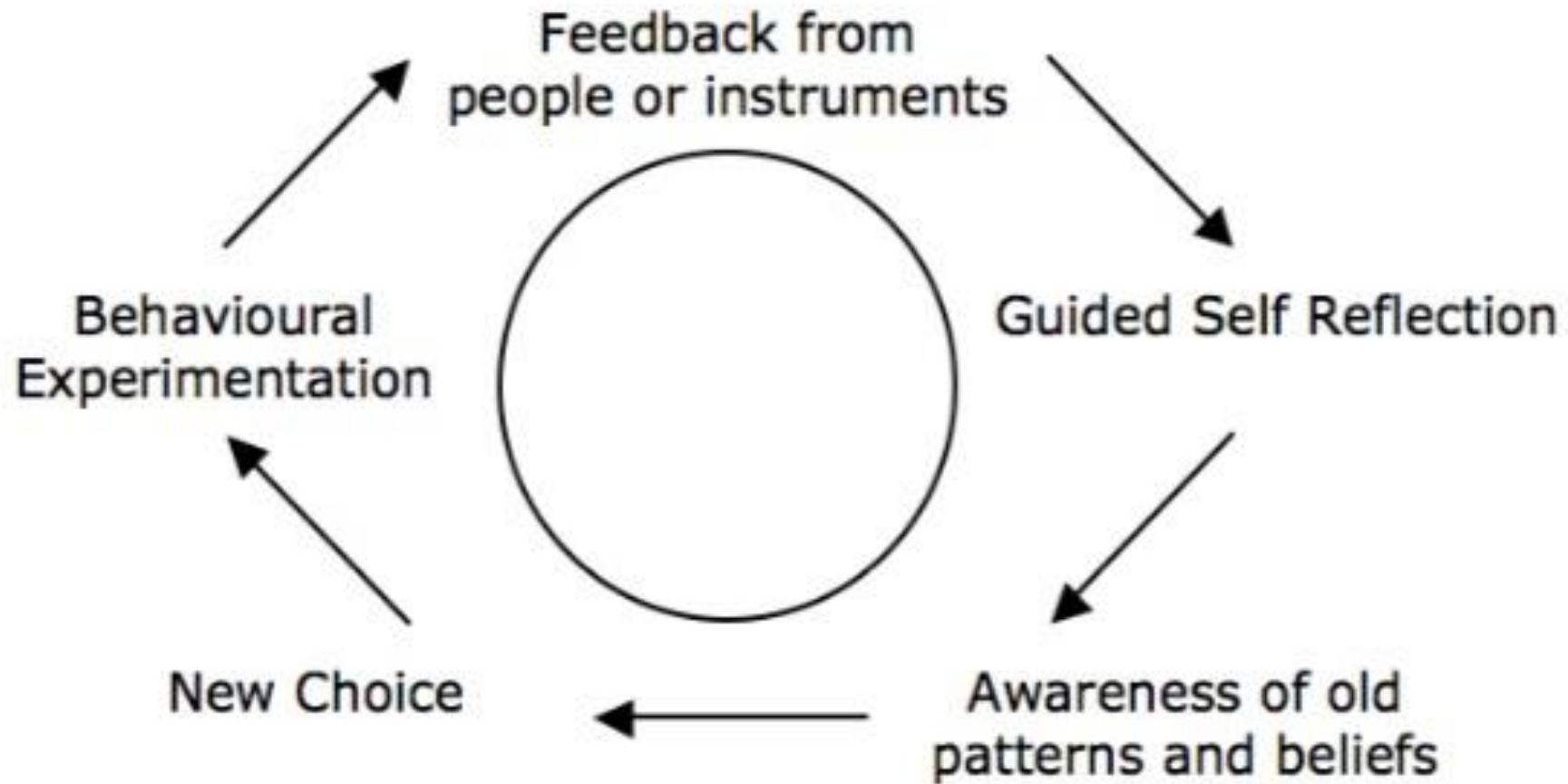
What is Leadership and Personal Development?

We consider three questions:

- Who am I?
- Where do I want to go in life?
- How do I get there?



The Self Development Cycle



Write Down and Discuss

What are the qualities that you like the most in yourself?

What are the qualities that you dislike the most in yourself?

SWOT analysis

Strengths

e.g. Individual abilities, aptitudes and skills

Weaknesses

e.g. Individual development needs, areas you prefer to avoid

Opportunities

e.g. the upside of your current situation, such as networking, learning and development

Threats

e.g. the downside of your current situation, such as life and work pressures, over-commitment to something, etc.



Strengths and Weaknesses

How you see yourself

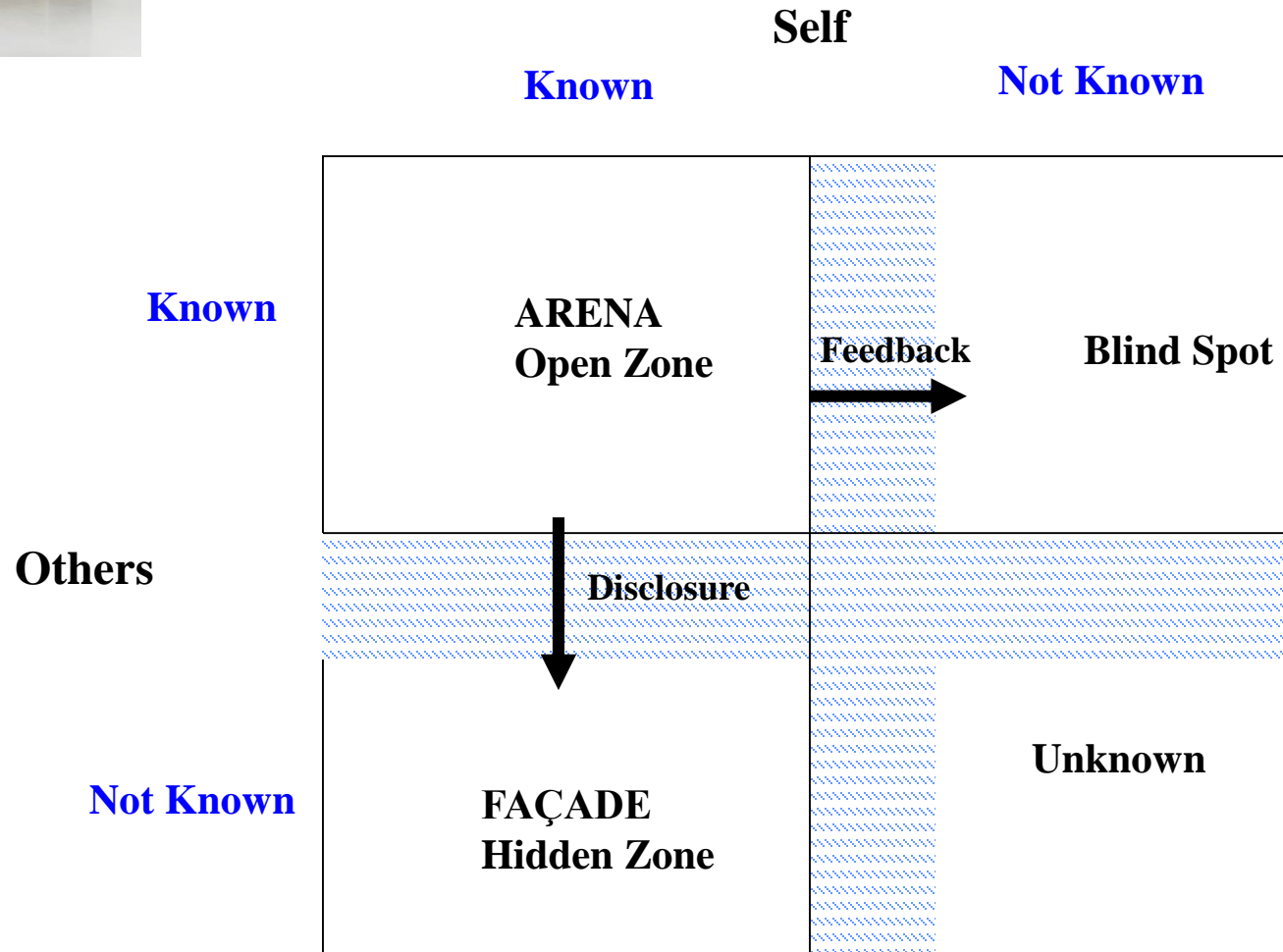
- confident
- enterprising
- humorous
- ambitious
- helpful
- forceful
- competitive
- flexible
- thorough
- tolerant
- focused
- supportive
- generous

How others see you

- arrogant
- exploitative
- frivolous
- ruthless
- controlling
- bullying
- combative
- wishy-washy
- obsessive
- indifferent
- tunnel-visioned
- interfering
- irresponsible



Johari Window



Be honest with yourself!

