

OASFAA Conference January 2024

# Values-Based LEADERSHIP

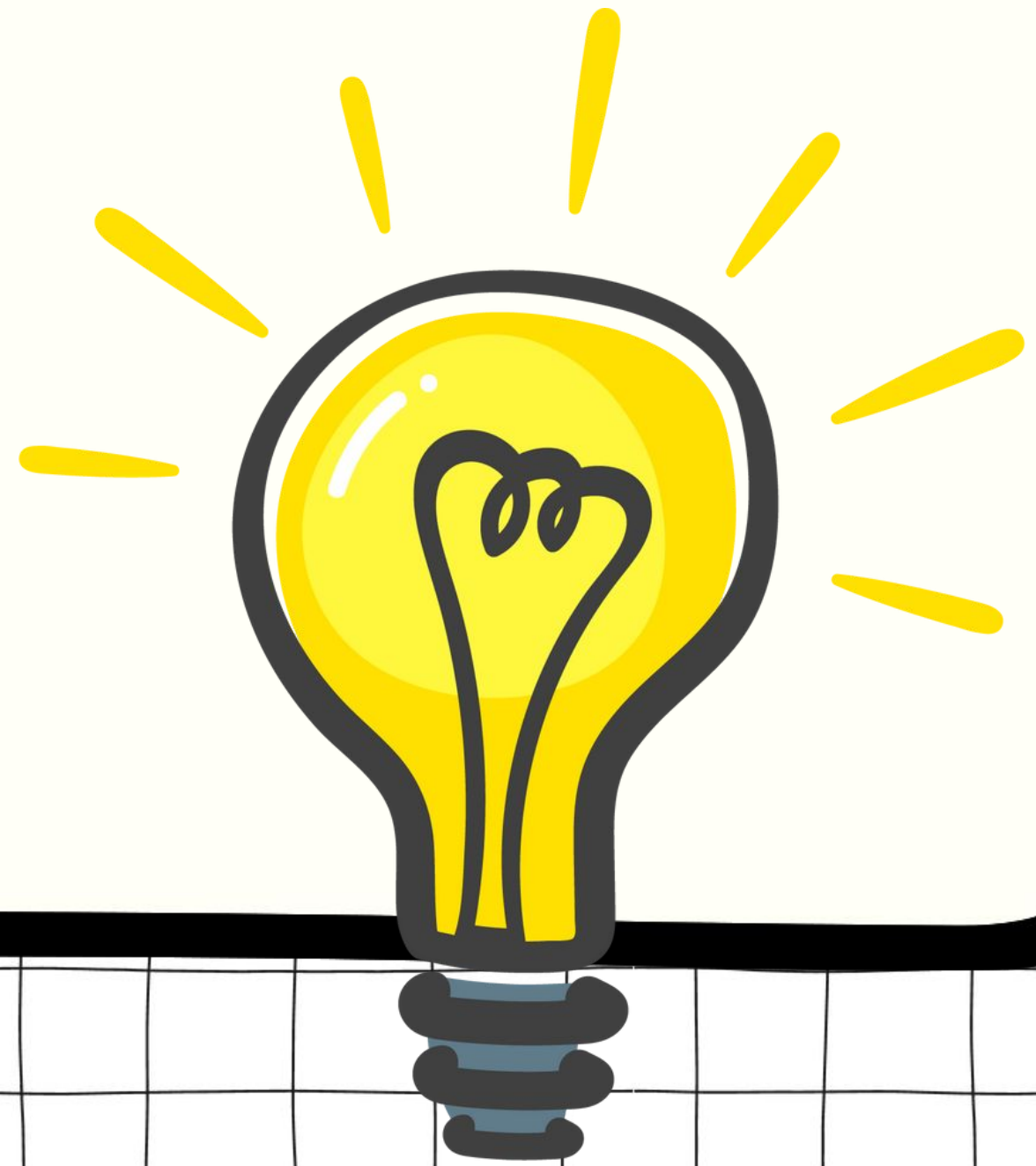
Presented by: Aurie Clifford

WASFAA Training Committee



# Values Brainstorm

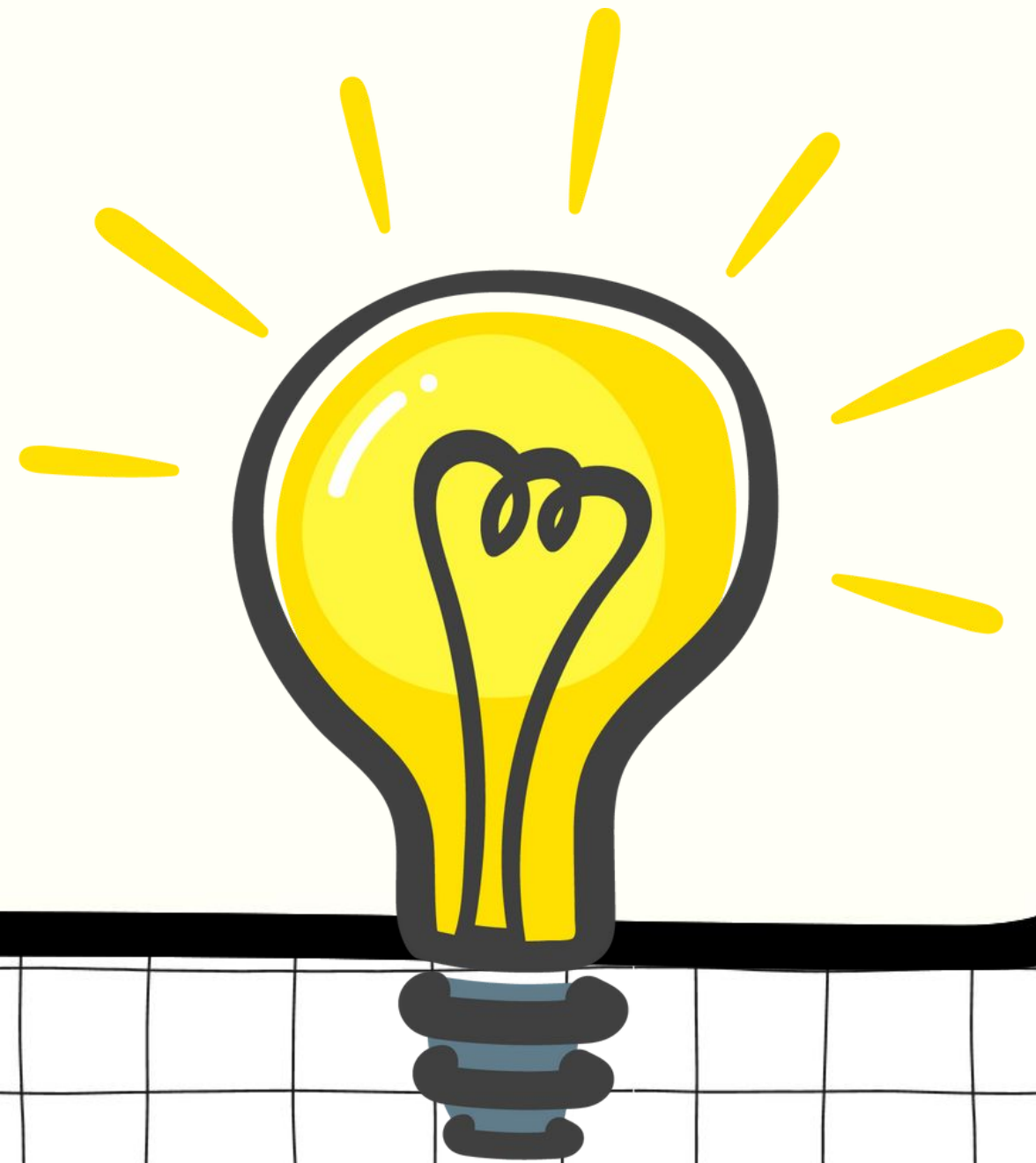
What are your **personal** values?



Acceptance	Charity	Credibility	Exploration	Harmony	Learning	Productivity	Significance	Thoughtful
Accomplishment	Cleanliness	Curiosity	Expressive	Health	Liberty	Professionalism	Silence	Timeliness
Accountability	Clear	Decisive	Fairness	Honesty	Logic	Prosperity	Simplicity	Tolerance
Accuracy	Clever	Decisiveness	Family	Honor	Love	Purpose	Sincerity	Toughness
Achievement	Comfort	Dedication	Famous	Hope	Loyalty	Quality	Skill	Traditional
Adaptability	Commitment	Dependability	Fearless	Humility	Mastery	Realistic	Skillfulness	Tranquility
Alertness	Common sense	Determination	Feelings	Humor	Maturity	Reason	Smart	Transparency
Altruism	Communication	Development	Ferocious	Imagination	Meaning	Recognition	Solitude	Trust
Ambition	Community	Devotion	Fidelity	Improvement	Moderation	Recreation	Spirit	Trustworthy
Amusement	Compassion	Dignity	Focus	Independence	Motivation	Reflective	Spirituality	Truth
Assertiveness	Competence	Discipline	Foresight	Individuality	Openness	Respect	Spontaneous	Understanding
Attentive	Concentration	Discovery	Fortitude	Innovation	Optimism	Responsibility	Stability	Uniqueness
Authenticity	Confidence	Drive	Freedom	Inquisitive	Order	Restraint	Status	Unity
Awareness	Connection	Effectiveness	Friendship	Insightful	Organization	Results-oriented	Stewardship	Valor
Balance	Consciousness	Efficiency	Fun	Inspiring	Originality	Reverence	Strength	Victory
Beauty	Consistency	Empathy	Generosity	Integrity	Passion	Rigor	Structure	Vigor
Boldness	Contentment	Empower	Genius	Intelligence	Patience	Risk	Success	Vision
Bravery	Contribution	Endurance	Giving	Intensity	Peace	Satisfaction	Support	Vitality
Brilliance	Control	Energy	Goodness	Intuitive	Performance	Security	Surprise	Wealth
Calm	Conviction	Enjoyment	Grace	Joy	Persistence	Self-reliance	Sustainability	Welcoming
Candor	Cooperation	Enthusiasm	Gratitude	Justice	Playfulness	Selfless	Talent	Winning
Capable	Courage	Equality	Greatness	Kindness	Poise	Sensitivity	Teamwork	Wisdom
Careful	Courtesy	Ethical	Growth	Knowledge	Potential	Serenity	Temperance	Wonder
Certainty	Creation	Excellence	Happiness	Lawful	Power	Service	Thankful	
Challenge	Creativity	Experience	Hard work	Leadership	Present	Sharing	Thorough	

# Values Brainstorm

What are your **work** values?



Acceptance	Charity	Credibility	Exploration	Harmony	Learning	Productivity	Significance	Thoughtful
Accomplishment	Cleanliness	Curiosity	Expressive	Health	Liberty	Professionalism	Silence	Timeliness
Accountability	Clear	Decisive	Fairness	Honesty	Logic	Prosperity	Simplicity	Tolerance
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# Exploring YOU



## Self-Reflection

The ability to witness and evaluate our own cognitive, emotional, and behavioral processes. In psychology, other terms used for this self-observation include 'reflective awareness', and 'reflective consciousness'

### How am I showing up?

- Do my actions match my intentions?
- Have I checked in?
- Have I checked out?

### What does success look like?

- more money
- better title
- contributing to the greater good
- more self
- more family

## Self-Actualization

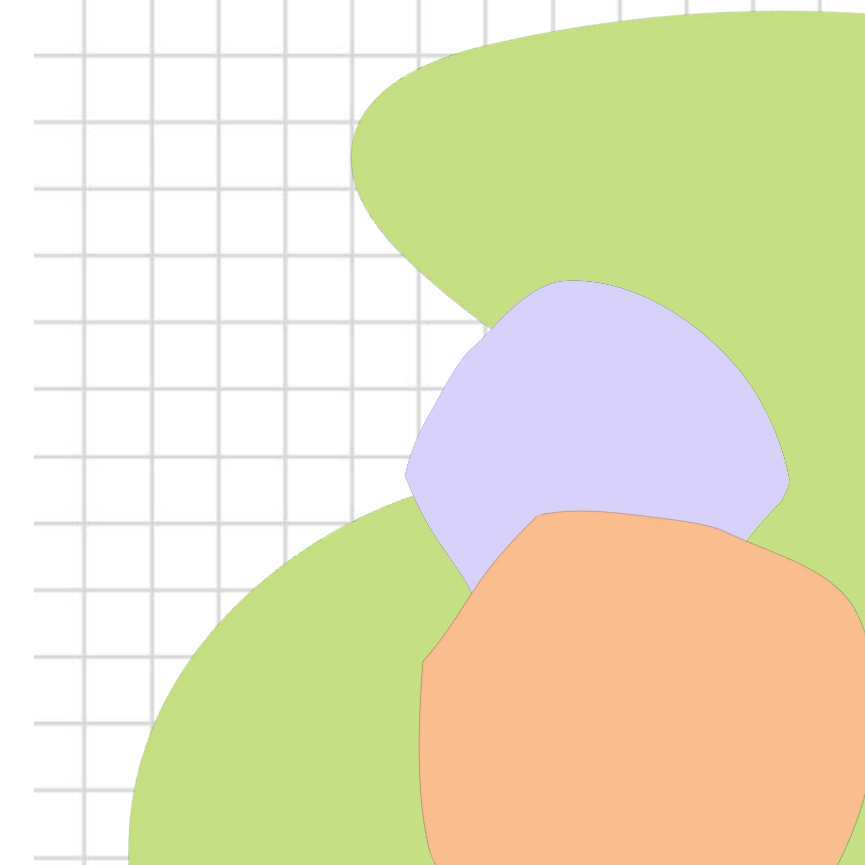
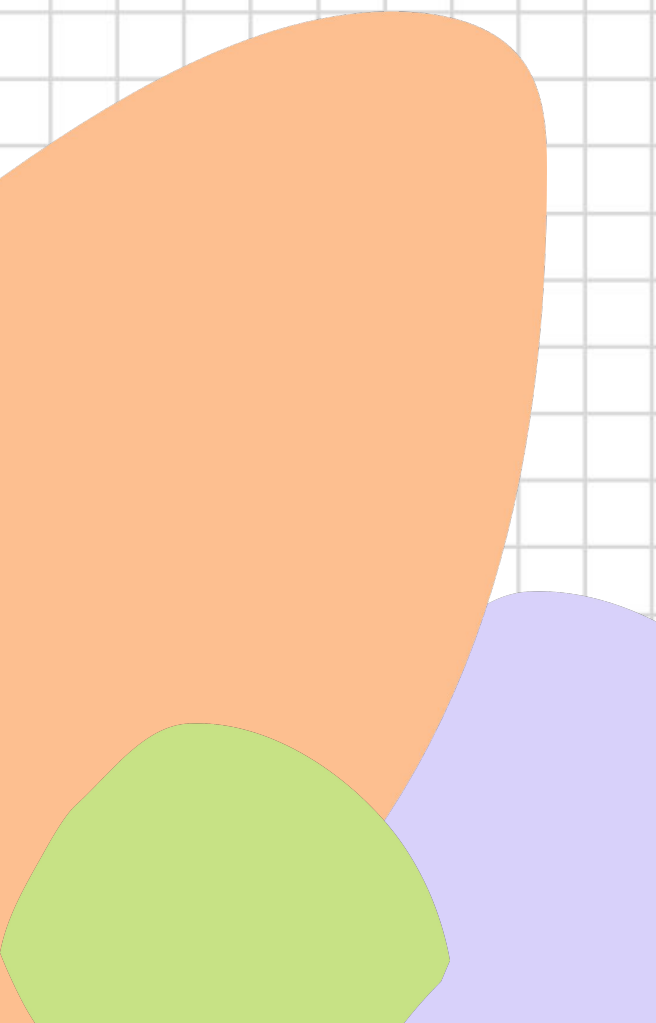
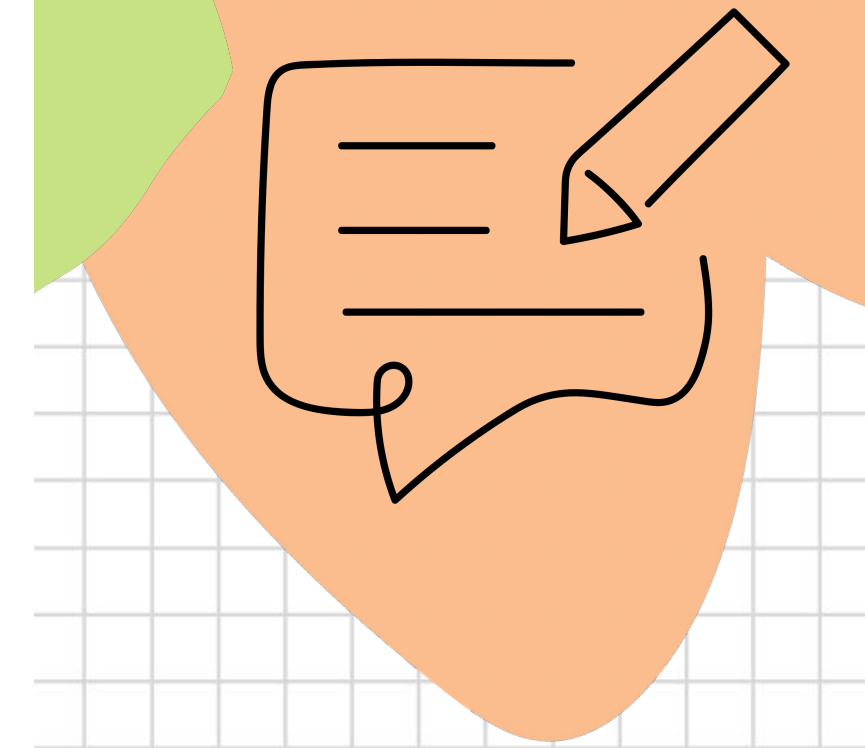
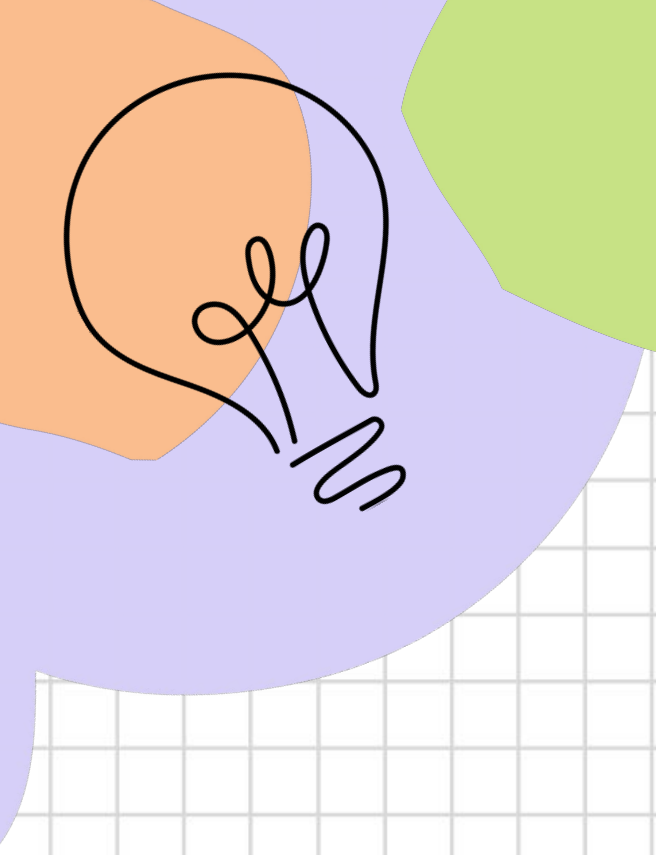
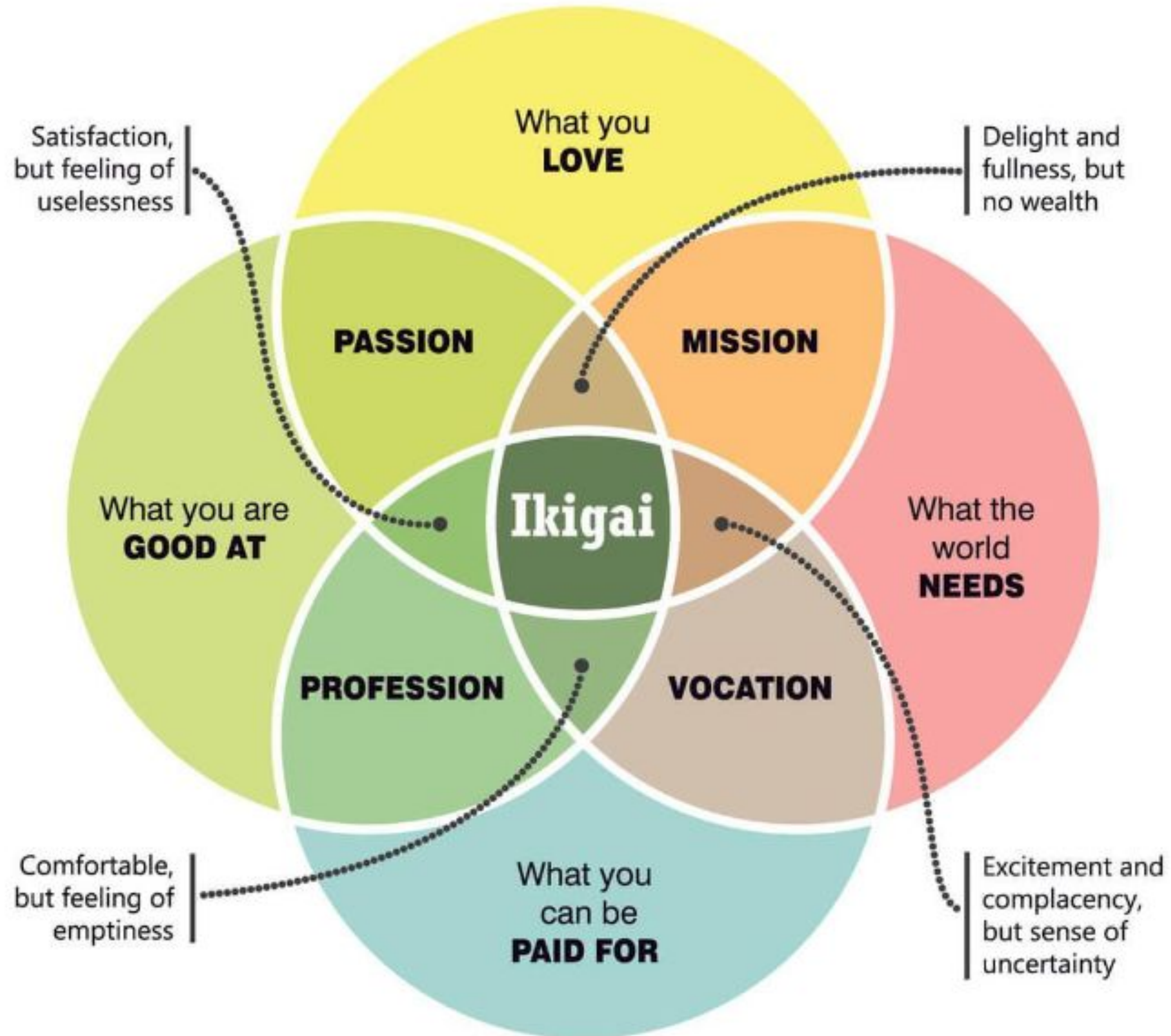
The full realization of one's creative, intellectual, and social potential through internal drive versus external rewards like money, status, or power. It refers to the desire for self-fulfillment.

### Envision the Ideal

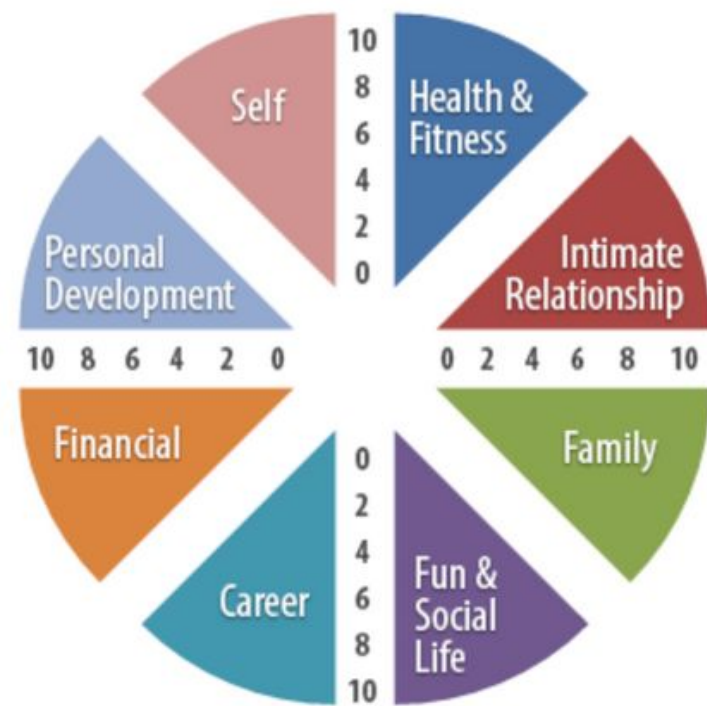
- What do I want?
- What don't I want?
- What do I want to explore?

# Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"



# Exploring Our Choices



## Balance

Balanced living means achieving optimal health in all aspects of your life: relationships, work, fitness, health, and emotional happiness. We all get so caught up in work and family responsibilities, that we forget to make time for ourselves.



## Boundaries

An invisible line that defines what behaviors are acceptable for an individual. Boundaries can be physical (e.g., do not touch me) or emotional (do not lie to me). Boundaries can also be based on time or space (e.g., when I do X, Y, or Z, please respect my time and understand I will not be able to speak/ hang out with you until X, Y, or Z is completed.)



**BALANCE**

*is not better*

**TIME**

**MANAGEMENT**

*but better*

**BOUNDARY**

**MANAGEMENT**

Be aware

Of what is

Unacceptable and

Normalize saying **NO**.

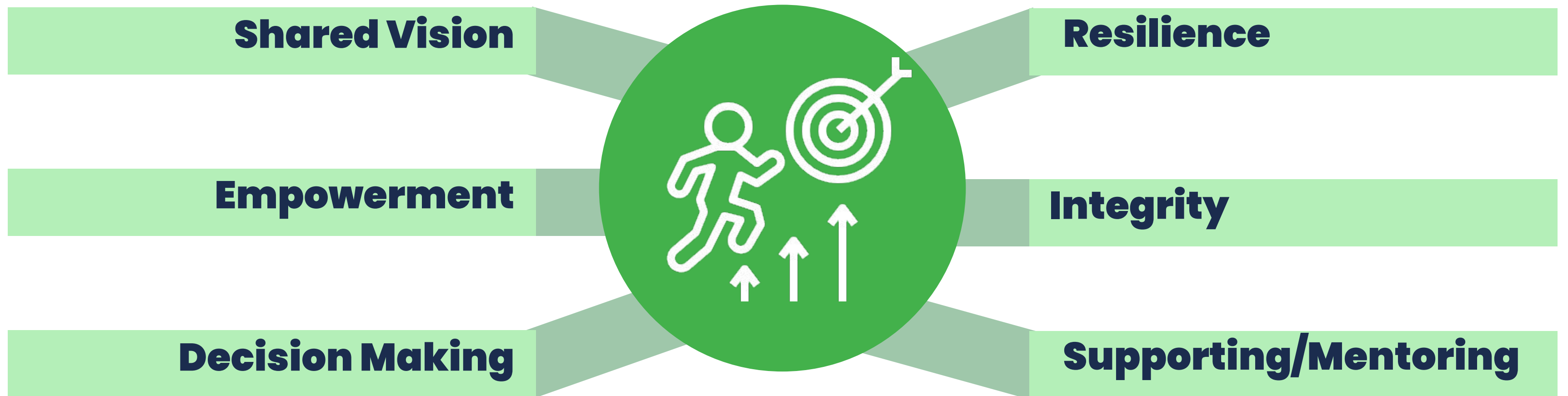
Do what is best for you

And know that it's not your

Responsibility to sacrifice

Yourself for others.

# LEADERSHIP



# Behaviors of a Leader



## Humility

The willingness to stay teachable regardless of how much you already know. Behaviors include: being free from arrogance and ego, admitting mistakes and taking ownership, listening to understand, having an open mind, and embraces differences.



## Authenticity

To be nobody but yourself in a world that is doing its best to make you everybody else. EE Cummings Authenticity is being genuine and sincere: It is about saying what we mean, and meaning what we say no matter who is in the room.



## Courage

Being afraid is part of being a leader and growth. Attempting to do difficult things that are worthwhile; facing difficulties and challenges with determination to do the right thing regardless of what others are doing. "You can choose courage or you can choose comfort, but you can't choose both." Brene Brown



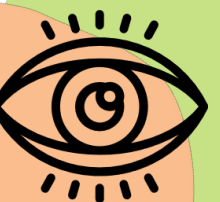
## Empathy

Empathy is the art of imagining yourself in the shoes of another person, gaining understanding and perspective, and then using that information to guide your future actions. Behaviors include: validating, genuine curiosity, active listening, and creating a sense of belonging for that person with inclusive words and actions.



## Giving Grace

The exercise of love, kindness, compassion, mercy, favor, disposition to benefit or serve another. "it is easier to give grace when I remember how much I need grace" Lysa Terkeurst "Everyone is fighting a battle you know nothing about, be kind" This is different from empathy because you do not have to understand another's position to simply give the benefit of the doubt.



# Using Core Values to Create Your Mission and Vision



Envisioning the Ideal. Serves as your guiding north star. Creating your defined direction of growth and setting healthy goals and boundaries to pursue happiness and success.



Defining your purpose, what you stand for, who you intend to serve, and what you intend to impact. In general, a mission should not change because it should be based on your personal values and leadership values. A team mission should include shared values.



# Why Does This Matter?

Constructing a healthy, intentional environment and mindset includes assessing YOU! This includes your values and the values of the people, team, and family whom you share your space with. Knowing who you are, what is important to you, and what is important to others will help you in this endeavor.

People who are given support and tools in an environment that feels safe with enhanced and encouraged communication and collaboration result in better teamwork and overall goal attainment.

People who are achieving less burnout and more work-life balance have a strong sense of their value with boundaries; creating a sense of belonging, and overall satisfaction (happiness) in their jobs.

The impact of this work is that it is contagious...You have

# Some Parting Thoughts

“

Most of us spend too much time on what is urgent and not enough time on what is important.

—  
STEPHEN R. COVEY

**Focus**

“

We have overstretched our personal boundaries and forgotten that true happiness comes from living an authentic life fueled with a sense of purpose and balance.

—  
DR. KATHLEEN HALL

**Boundaries**

“

Burnout is about resentment. Preventing it is about knowing yourself well enough to know what it is you're giving up that makes you resentful.

—  
MARISSA MAYER

**Burnout**

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**THANK YOU!**  
Questions?

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