

Stakeholder Centred Coaching Core Values Exercise

When there's a difference between what we say and what we do, there's an Integrity Gap. If the gap is large, we'll likely experience a lot of frustration, stress and personal dissatisfaction – and by extension poor corporate performance. As we close this gap, these issues will disappear.

What is it that creates this gap in the first place?

- You empower your team to deliver on a project, they are extremely excited ... until you begin completing the work behind the scenes on their behalf as you fear the quality may not meet your standards.
- You tell your spouse you are on your way home from work but fail to mention the stop you are making along the way to spend with a few friends to watch the game.
- You have just negotiated and signed a deal on behalf of your firm, both parties worked hard on this and are pleased with the outcome. You tell your boss with enthusiasm of your success. She tells you she has changed her mind and wants you to go back now and get one more concession, you agree.
- You shared some heartfelt twenty minutes last evening apologizing to your son as his eyes were welled with tears because you did not have time to spend with him again, yet you find yourself today sitting in the driveway for nearly an hour on social media.

What is in these situations? Some of us will cringe as we see ourselves in the picture, others find no issue.

An integrity gap happens when our core values are at odds with our daily actions. For example:

- You want to be known as someone who trusts others, cares about their feelings and supports their growth, but you also want to satisfy your own need for “perfection” regardless of the costs to others
- You want to build trust, be open and honest but have your own agenda which is preserving your personal freedom
- You want to be recognized as an honest person who tells the truth but also want to protect your boss, which is really about protecting your job
- You want to be your children's hero and be recognized as the best parent, but you also want to be connected with everyone else and manage your social status

So, how do we start?

Conduct honest assessments and use daily questions to understand where you are slipping. When you see, or hear about these misalignments in values and behaviours don't make excuses – man up. Try to figure out what is driving your (root cause analysis) behavior to be misaligned with personal beliefs. Show humility and apologize to those you hurt and impact along the way – this will allow you to grow. Encourage your stakeholders to let you know when they see gaps. As a stakeholder coach, I will support you in this journey.

An Integrity Gap can only be closed if you recognize you have one.

Select approximately 10-15 values below that you want people to see consistently in your daily actions and behaviours and that you would publicly and proudly affirm.

Do not spend more than 1-2 seconds per word. Place a check mark in the box beside it.

Accountability	Control	Excitement	Inner Harmony	Reliability
Accuracy	Cooperation	Expertise	Insightfulness	Resourcefulness
Achievement	Correctness	Exploration	Intelligence	Restraint
Adventurousness	Courtesy	Expressiveness	Intellectual Status	Results-oriented
Altruism	Creativity	Fairness	Intuition	Rigor
Ambition	Curiosity	Faith	Joy	Security
Assertiveness	Decisiveness	Family	Justice	Self-control
Balance	Democracy	Fitness	Leadership	Selflessness
Being the best	Dependability	Focus	Legacy	Self-reliance
Belonging	Determination	Freedom	Love	Sensitivity
Boldness	Devoutness	Fun	Loyalty	Serenity
Calmness	Diligence	Generosity	Make a difference	Service
Caring	Discipline	Goodness	Mastery	Simplicity
Carefulness	Discretion	Grace	Merit	Stability
Challenge	Diversity	Growth	Obedience	Strategic
Cheerfulness	Dynamism	Happiness	Openness	Success
Clear minded	Economic	Hard Work	Order	Teamwork
Commitment	Effectiveness	Health	Originality	Thankfulness
Community	Efficiency	Helping	Patriotism	Thoughtfulness
Compassion	Elegance	Holiness	Perfection	Timeliness
Competitiveness	Empathy	Honesty	Positivity	Tolerance
Consistency	Enjoyment	Honor	Practicality	Trustworthiness
Contentment	Enthusiasm	Humility	Preparedness	Truth-seeking
Cont. Improvement	Equality	Independence	Professionalism	Understanding
Contribution	Excellence	Ingenuity	Prudence	Uniqueness

From the list above note your top 5, define the meaning of the value in your own words.

My Top 5 Values	My personal definition and meaning

Use the above 5 values to define the 1 or 2 values that are paramount to you and describe what this means. (Less is more)

Core Values (1 or 2)	My personal definition and meaning

If you were to truly allow the above core values to drive your daily behaviours and actions what would people say was different? What would change in your organization, your team, in your life?

Name:

City:

Date:

Coach: