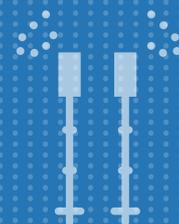
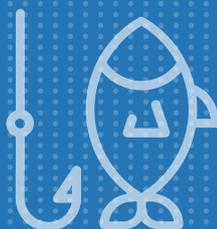


# Self Development Guide Leading Self

**Module 2**  
*Culture / Tikanga*



# Culture

**Organisational culture** is often hard to define but is seen as a system of shared assumptions, values, and beliefs, which governs how people behave in organisations or “how we do things round here”. When we use our values to make decisions, we make a deliberate choice to focus on what is important to us. When values are shared, they build internal cohesion in a group. It’s important therefore that we know what our personal values and beliefs are and ensure that they are contributing to the organisation and our teams in a positive way.

# Tikanga



## Ideas and inspiration to get you thinking

Take a look at Dr Russ Harris’ work on **Values vs. Goals**

🕒 4 minutes

➔ <https://www.youtube.com/watch?v=T-IRbuy4XtA>

Take a look at CGL’s animation of the Iceberg model which shows how **values, beliefs and behaviours all work together.**

➔ <https://vimeo.com/220750369/2da3cb1769>



## Reflection questions

to help gain clarity, purpose & meaning

Reflect and complete the following questions:

**1. Below are listed a number of values. Please select 5 of your top values that resonate with you as a person.**

- |                                      |                                    |   |
|--------------------------------------|------------------------------------|---|
| <input type="radio"/> Accountability | <input type="radio"/> Achievement  | <input type="radio"/> Adaptability                  |
| <input type="radio"/> Agility/change | <input type="radio"/> Aesthetics   | <input type="radio"/> Innovation                    |
| <input type="radio"/> Intuition      | <input type="radio"/> Learning     | <input type="radio"/> Knowledge                     |
| <input type="radio"/> Inspirational  | <input type="radio"/> Integrity    | <input type="radio"/> Interdependence               |
| <input type="radio"/> Being the best | <input type="radio"/> Being liked  | <input type="radio"/> Balance (home/work)           |
| <input type="radio"/> Belonging      | <input type="radio"/> Career focus | <input type="radio"/> Balance (physical /emotional) |
| <input type="radio"/> Caution        | <input type="radio"/> Compassion   | <input type="radio"/> Community service             |
| <input type="radio"/> Commitment     | <input type="radio"/> Conformity   | <input type="radio"/> Conflict resolution           |
| <input type="radio"/> Control        | <input type="radio"/> Courage      | <input type="radio"/> Creativity                    |
| <input type="radio"/> Co-operation   | <input type="radio"/> Courtesy     | <input type="radio"/> Determination                 |
| <input type="radio"/> Dialogue       | <input type="radio"/> Different    | <input type="radio"/> Diversity                     |

- |                                       |                                       |   |
|---------------------------------------|---------------------------------------|---|
| <input type="radio"/> Education       | <input type="radio"/> Efficiency      | <input type="radio"/> Enthusiasm              |
| <input type="radio"/> Excellence      | <input type="radio"/> Fairness        | <input type="radio"/> Environmental awareness |
| <input type="radio"/> Security        | <input type="radio"/> Responsibility  | <input type="radio"/> Respect                 |
| <input type="radio"/> Reliability     | <input type="radio"/> Recognition     | <input type="radio"/> Quality of life         |
| <input type="radio"/> Quality         | <input type="radio"/> Pride           | <input type="radio"/> Professional growth     |
| <input type="radio"/> Power           | <input type="radio"/> Positive spirit | <input type="radio"/> Physical exercise       |
| <input type="radio"/> Caution         | <input type="radio"/> Compassion      | <input type="radio"/> Personal relationships  |
| <input type="radio"/> Nutrition       | <input type="radio"/> Perseverance    | <input type="radio"/> Personal fulfilment     |
| <input type="radio"/> Openness        | <input type="radio"/> Patience        | <input type="radio"/> Personal development    |
| <input type="radio"/> Material assets | <input type="radio"/> Logic           | <input type="radio"/> Personal fulfilment     |
| <input type="radio"/> Meaning         | <input type="radio"/> Mission/focus   | <input type="radio"/> Open communication      |
| <input type="radio"/> Family          | <input type="radio"/> Self discipline | <input type="radio"/> Making a difference     |
| <input type="radio"/> Friendship      | <input type="radio"/> Forgiveness     | <input type="radio"/> Financial security      |
| <input type="radio"/> Generosity      | <input type="radio"/> Health          | <input type="radio"/> Honesty                 |
| <input type="radio"/> Humour/fun      | <input type="radio"/> Humility        | <input type="radio"/> Human rights            |
| <input type="radio"/> Image           | <input type="radio"/> Wisdom          | <input type="radio"/> Trust                   |

From your selection, explore the top 5 values for you in more detail and how these values impact your life every day.

	Your Key Value	What this value means to you (pretend you are describing this to a 4 year old- keep it simple)	How have you lived this value in the past 2 weeks (what specific behaviours would I have seen?)	How does this value support the culture of your organisation?
I				
II				
III				
IV				
V				



## Complete the following

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4. Think about events that you don't handle very well at work (times of conflict, getting feedback, working with difficult people etc.). Use the table below to identify your own stories and how you can become aware of how unhelpful they are and how you might make them more helpful in particular situations. An example has been done for you.

Event	Your story or thoughts	Outcome	Your new, more helpful thought or stories	Alternative outcome
Speaking in public	I'm hopeless at this and it really scares me	Nervous - often do a bad job	I know my stuff and I can learn to do a great presentation	More positive attitude, less stress





