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Time for Points to Ponder

We continually tell others what is important to us. The real challenge lies in paying attention to the clues sent.

-- Shari Frisinger

... How evident are your values? How well do you adhere to these values?

Let's use meetings as an example because many of us have experienced non-productive, endless meetings with no real reason for the get-together.

- Do you value time by beginning and ending promptly, *or* do you value one person's time by starting late and reviewing decisions that were made prior to their arrival?
- Do you value courage by inviting others to speak up against the consensus *or* do you value group think?
- Do you value independence in allowing your team to ask for your underlying reasons, *or* do you value obedience in wanting them to blindly accept your decisions?

How you evaluate others can depend on the values you share with them -- or those you don't share.

What action can you take reinforce your values?

1. Reflect on what your core values are.
2. Inspect your actions, specifically dealing with rewards and punishment. Do they reinforce or contradict your values?
3. Ask your team members what they see as your values. Be prepared as you might not get the values you think you're promoting.
4. Determine how you can best exemplify your values to your team, and reap the effects they will have on your company or department.

Conclusion Highly respected leaders are congruent with their values and their actions. Values can be the end (recognition from peers, a well-provided for family), or a means to the end (honesty, greed, logic). Those leaders that engender loyalty and high engagement are those that share their values with their team members and colleagues, and remain true to those values.

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A related blog, [Creating Structured Dialog](#) is available on my website. Look for more blogs to be posted in the areas of Proactive Leadership, Emotional Intelligence and Brain Science - my research continues!

Do you want proven strategies to increase team engagement and loyalty, and have more hours in your day? Shari addresses behavior and personality issues in her keynotes and interactive workshops. *Book Shari now* to experience an edgy perspective on building a high-powered team, resolving conflict and raising your own personal excellence. If your team shows signs of not "playing nice in the company sandbox"... [Contact Shari](#), 281.992.4136 to schedule your own team hands-on session.

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