



10 Principles of Clearing the Way for Value-based Decision Making

What does it take to get beyond personal, professional, even organizational challenges and “roadblocks” - situations or relationships that repeatedly produce the same disappointing, frustrating results? Here are the 10 principles for developing stronger personal, professional and organizational leadership, and even in the face of challenges and roadblocks, to access clearer thinking and make decisions based on your values, the values of those you care about, and those you work with and lead every day.

#1 - “Self-care” is not optional. Keep your social, professional, and personal health and well being foremost in your approach to addressing challenges and roadblocks.

#2 - Especially in the face of challenges and roadblocks, embrace the “inherent characteristics” of human beings, and seek to bring out the best in yourself and others.

Inherent characteristics of human beings are:

- Zestful enjoyment in living.
- Vast intelligence defined as the ability to construct a new, unique, accurate response to each new, unique experience which confronts each human at each moment in his/her existence.
- Natural capacity for relationships with others; enjoys giving and receiving affection, enjoys communicating and co-operating.

(Based on, The Human Side of Human Beings, Harvey Jackins, 1965)

#3 - When you experience something good in life, pass it on!

#4 - Develop your ability to be comfortable with risk and uncertainty, and be inspired by the knowledge that intentionally reaching into the “discomfort of ambiguity” is empowering. It’s where and when new possibilities unfold!

#5 - “Check yourself” - don’t just react to challenges and roadblocks, but step back and consciously discern what you actually do that keeps producing the same disappointing, frustrating results.

#6 - Make emotional honesty and literacy a cornerstone of your approach to addressing challenges and roadblocks. Always recognize and honor the importance of your feelings, and intentionally find the time, appropriate space and support needed to discern the important information (emotional intelligence) that emotions provide to access the change you desire.

Emotional Literacy is:

- The ability to understand your emotions.
- The ability to listen to the emotions of others and empathize with their emotions.
- The ability to express emotions productively.

Achieving Emotional Literacy, Claude Steiner, 1997

#7 - Coupled with your practice of emotional honesty, literacy and intelligence, seek to identify the issues that are systems-based, and hold organizations and social institutions accountable.

#8 - Recognize that conscious and unconscious biases based on race, gender, gender identity, sexual orientation, disabilities, age, generational affiliation, etc. can and do influence the decisions and choices that you and others make on a daily basis. Intentionally check and question this misinformation to strengthen communication and leverage the full benefits of our increasingly diverse, multi-generational workforce.

#9 - Don’t “go it alone.” Contradict the tendency to simply “cope” with the disappointment and frustration that can be associated with challenges and roadblocks by intentionally seeking the support you need - in triplicate!

#10 - Last but not least - especially as it relates to clearing the way for value-based decision-making, recognize that any attempt to change habits and patterns of behavior is a journey not a sprint, and needs to be built on incremental change over time.