

CORE VALUES

(877) 299-0326

WWW.LAWYERSWITHPURPOSE.COM



OPEN



We are open to the <u>possibility</u> of <u>achieving</u> what we otherwise did not consider possible or to even know to consider at all.

Being "OPEN" is a way of being in which we accept there is exponentially more to be known than what we know and we presume what is before us (or our solution) is not definitive and seek to discover what we didn't even think to consider. Mark Twain illustrated it best when he said "it ain't so much the things people know that makes trouble in the world as it is the things that people know that just ain't so."

Impact: Being open creates "aha moments" and results in achieving things that motivate, inspire and excite us in ways we never knew or considered possible.

Behaviors that exhibit the "Open" core value include:

- 1. We openly share and receive ideas that challenge the status quo and move our skills, or the company forward.
- 2. We do not react to new ideas as adverse or unnecessary but instead ask questions to get clear on what is being asked rather than how it is being asked or presented.
- 3. We never say "no" or "can't" Instead we ask "why" or "how can we."
- 4. We consider ideas and engage others in areas we ordinarily would not be interested in or concerned with.
- 5. We identify who else could be consulted to discover options or strategies to address the matter in a way we may not consider or have the knowledge or experience to solve.
- 6. We are optimistic to all requests and focus on how it might be achieved and the impact, and only then decide if it should be pursued.
- 7. We consider all ideas presented and agree to "take it on" or "table it" within a designated time frame or dispose it as resolved.
- 8. We are genuinely interested in other's ideas and thoughts.
- 9. We are not contrarians. We never respond to new ideas with our contrary opinions until after all options to accomplish the idea are vetted.



CURIOUS



We ask questions of others and <u>seek information</u> from *resources within* and *outside* our organization to <u>discover</u> ways to improve beyond our current knowledge.

Being curious requires asking lots of questions and seeking first to understand others before imposing our thoughts or ideas upon them.

Impact: Being curious leads to new learning and enables us to improve things beyond what is currently accepted or thought possible. Being curious requires inquiry, research and thought and makes us "lifetime learners."

Behaviors that exhibit the "Curious" core value include:

- 1. Be full of "wonder" and ask questions that go beyond what is initially sought to identify the core "need" being discussed
- 2. Practice reflective listening. Mirror, invite, clarify and verify (Mify™) to get into other's perspectives before offering input or proposed solutions.
- 3. Collaborate with others to obtain knowledge beyond our own.
- 4. Assume we do not know the best way even when we think we do!
- 5. Do not settle for the way things "have always been done."
- 6. Do not react impulsively; Research to obtain options beyond what is initially sought.
- 7. Try new approaches we normally would not that enable us to learn new things.
- 8. We don't assume others ignorance, instead we inquire what they know (and we might not) that makes them believe the way they do.



AWARE



We are <u>present</u> to *our* and *other*'s <u>behaviors</u> that inhibit progress and we are clear on our and other's unique talents that simplify our path to success.

Being aware requires a consciousness that enables us to stand outside ourselves and observe our or other's behaviors without tainting it with our bias. Ask yourself "what does the camera see" or "how might a third party not engaged in the interaction interpret what is occurring" to know you are truly being aware.

Impact: Being aware minimizes counterproductive behaviors and celebrates our and other's gifts to provide ongoing personal satisfaction and joy.

Behaviors that exhibit the "Aware" core value include:

- Remaining cognizant of your body language, facial expressions, tone, volume, speed and impact of your communications on others.
- 2. Paying attention to what others say and clarifying before interpreting through your experiences. Don't "make stuff up" if you "feel" hostility or confusion, mirror or reflect their statement and body language to clarify their intent before you react instinctively (minimize "self-talk").
- 3. Pay attention when other's reactions to you are inconsistent with what you expected and inquire why.
- 4. Know when you are beyond your capabilities and seek help.
- 5. Do not judge on observation alone.
- 6. Notice behavior that move matters forward and behaviors that stop progress, when pursuing common goals.
- Respect other's ideas and beliefs. Understand others come from different backgrounds, cultures and experiences. Do not assume everyone else sees the world the way you do or that your way is superior.
- 8. Commit only to things you can properly accomplish within the time frame you agreed to.



COLLABORATIVE



We utilize *our* and *other's* <u>unique talents</u> to create the most effective solutions to achieve a desired outcome.

Being collaborative requires a recognition that several individuals utilizing their individual strengths together will always yield a better result than a single individual utilizing their strengths alone. Collaboration is not always consensus and may lead to reexamining the underlying goal or need.

Impact: Collaboration creates better outcomes that typically expand the benefit originally intended and often create unanticipated strategic bi-products or opportunities.

Behaviors that exhibit the "Collaborative" core value include:

- We share our ideas even if we don't think they are valuable, are shy, or lack confidence.
- 2. We are open to other's perspectives and never disregard or disrespect another's input.
- 3. We get clear on each other's unique talents and agree how to effectively use each to accomplish the goal in the easiest manner.
- 4. We are trustworthy and accountable. We keep our commitments to others, and when we don't, we own up to it and recommit.
- 5. We are patient and skilled by recognizing others social skills and we commit to "active listening" (MIFY™) skills to get clear on other's input.
- 6. We each contribute ideas and efforts towards the goal.
- 7. We don't impose our ideas on others, we put the group's needs over own.
- 8. We ask lots of questions of each other.
- 9. We work efficiently by scheduling meetings in advance enough so all required participants can attend, and we have clear expectations (agendas) for each meeting and a person designated to facilitate it.
- 10. We are clear on the common goal (outcome (deliverables)) needed.



GENEROUS



We <u>share</u> our *talents* and *resources* with each other, our clients and our community without *any expectation* of reciprocity.

Being patient, compassionate, respectful, encouraging, non-judgmental and kind are essential for generosity to be felt by others.

Impact: Others are better off than they would have been without our generosity and we feel proud to have been able to contribute to them.

Behaviors that exhibit the "Generous" core value include:

- 1. We go above and beyond to share our talents, resources and knowledge to enable others to grow or move forward in their need.
- 2. We help a co-worker in need even when its not our responsibility.
- 3. We are flexible when asked for help even when it interferes with our schedule or from what we planned to do.
- 4. We volunteer.
- 5. We give our money to worthy causes or help them raise money.
- 6. We stay aware of our behaviors that may have a negative impact on others and commit to minimizing them.
- 7. We are patient with co-workers and clients who are challenging to us or come from different mindsets, cultures or traditions.
- 8. We stay alert to others in need and offer our support or help when they don't expect it.
- 9. We give more than what is expected to our work product, co-workers and clients.
- 10. Put other's needs ahead of our own and unsolicited ask if we can help.
- 11. We smile, are happy and are a positive influence on others.
- 12. We acknowledge others and share praise whenever possible.



ADAPTABLE



We <u>accept change</u> is inherent in *growth* and embrace the change necessary to move ourselves or our company forward.

Being open, curious, aware and collaborative will lead us to learn new knowledge or a different understanding of what we previously thought. Our ability to recognize these new discoveries are of no affect unless we are willing to modify our behaviors or beliefs to incorporate them into our lives.

Impact: Adaptability enriches our lives and reduces conflict by appreciating the needs of the community and greater good over our limited past experiences or knowledge.

Behaviors that exhibit the "Adaptable" core value include:

- 1. We consider ideas we initially don't agree with.
- 2. We invite other's input who think differently from us.
- 3. We don't use the words "can't" and instead discover how to with least negative impact.
- 4. We change our work schedule to accommodate a co-worker or client's needs.
- 5. We don't take decisions we don't agree with as a personal attack on us.
- 6. We are coachable and willing to discover blind spots that inhibit us from being effective.
- 7. We go with the flow as often as possible.
- 8. We expect challenges and expect we and others will need to adapt to overcome them.
- 9. We don't punish others for changing their mind.
- 10. We minimize our resistance to new policies or procedures.
- 11. We don't have resentment toward people who bring about change.
- 12. We get out of our comfort zone and are willing to try new things.

LAWYERS WITH PURPOSE™

(877) 299-0326

WWW.LAWYERSWITHPURPOSE.COM

© Lawyers With Purpose, LLC