

# Email

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## Matching values will help you win.

Highly resilient individuals act and behave in alignment with their core values. They live an authentic life where they are true to their own value system.<sup>\*1</sup>

This also holds true in the work environment: **if your own personal values are misaligned with those of your organisation it is highly likely that you will experience feelings such as frustration, dissatisfaction, boredom, or even burnout.**<sup>\*2</sup>

Not being able to express your values at work may also lead you to become rigid, reserved, and resistant – the opposite of the core definition of resilience – agile, adaptable, and accessible.<sup>\*3</sup>

When your personal values ARE aligned with your organisation's values, you have the freedom to live an authentic life and express your true self at work, towards colleagues and clients alike. It builds your resilience and contributes to psychological strengths and vitality.<sup>\*4</sup>

You'll feel on top of your game.

An interesting neuroscientific spin-off is that living according to your values allows you to utilise your prefrontal cortex – you become more innovative, alert, enthusiastic, and confident.<sup>\*5</sup>

## Now that's what you call win-win!



### LET'S LOOK AT YOUR VALUES GAME PLAN:

#### 1 UNDERSTAND WHAT YOU VALUE: WHAT IS IMPORTANT TO YOU IN THIS PHASE OF YOUR LIFE?

1. Start reflecting on those values that are important to you, both in your personal and professional life.
2. Identify at least 10 values that represent who you are and what you stand for.
3. Write down your top 5 values – make sure that you are visually reminded of them.

#### 2 HOW DO THESE VALUES COMPARE WITH YOUR ORGANISATION'S VALUES?

1. Compile a list with your personal values and your organisation's values.
2. Where do they align?
3. Where do they not align?

#### 3 FIND WAYS TO BRIDGE ANY GAPS

1. Have the courage to be vulnerable and honestly discuss your values and strengths with your manager.
2. Engage with key stakeholders at your organisation should your current job description not allow you to live your values. Maybe your role can be amended to be a closer reflection of your personal values.

#### 4 CONSCIOUSLY AFFIRM YOUR VALUES

1. Choose one value per week and intentionally create opportunities to demonstrate that value in your interactions with others, as well as in the work that you do.
2. Living out your intrinsic values should lead to feelings of gratification and satisfaction, knowing that you are taking control and actively building your own resilience.<sup>\*6</sup>

#### REFERENCES

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<sup>\*2</sup> <https://www.sciencedirect.com/science/article/abs/pii/S0962629820303437>  
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Now get ready to serve up some ACES!