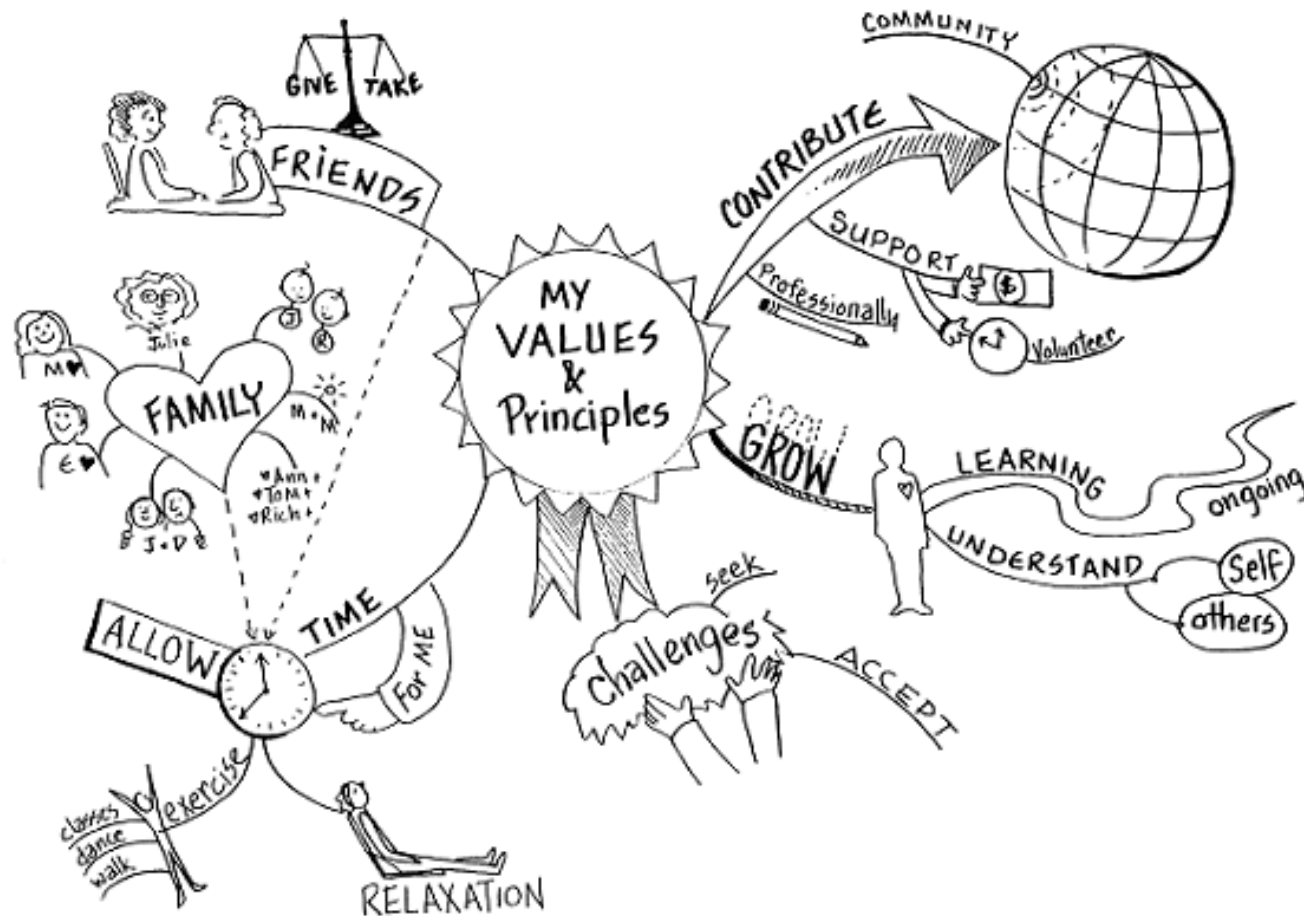


# Principles and Values

1



# Principles and Values

2

- Principles?
- Values?

# Principles and Values

3

## Principles:

- Natural laws or fundamental truths.
- Universal, timeless.
- Produce predictable outcomes.
- External to ourselves.
- Operate with or without our understanding or acceptance.
- Self-evident and enabling when understood.

# Principles and Values

4

## Values:

- The worth or priority we place on people, things, ideas, or principles.
- Self-chosen beliefs and ideals.
- Internal, subjective, based on how we see the world.
- Influenced by upbringing, society, and personal reflection.

# Difference Between Values And Principles?

5

Values	Principles
Social Norm	Natural Laws
Personal	Impersonal
Emotional	Factual
Subjective	Objective
Arguable	Self-Evident

- **Behavior is governed by values.**
- **Consequences are governed by principles.**
- **Therefore, value principles.**

# The 8 Driving Principles

6

- **Clarity** (path finding) - are people clear about key priorities?
- **Commitment** (path finding) - are they committed to achieving them?
- **Translation** (empowering) - do they know what to do about them?
- **Discipline** (empowering) - do they follow through with discipline?

# The 8 Driving Principles

7

- **Enabling** (aligning) - does the organization enable them to execute?
- **Collaboration** (modeling) - do they work together well toward key goals?
- **Trust** (modeling) - do they trust each other to move forward together?
- **Accountability** (aligning) - do they hold each other accountable for key goals?

# Workplace/ Organizational Prin.

8

- **Clarity** - understand key priorities
- **Commitment** - emotionally connected to key priorities
- **Translation** - "line of sight" from job, team, etc., to key priorities
- **Discipline** - diligent empowered work



# Workplace/ Organizational Prin.

9

- **Enabling** - remove structure/system and cultural “road blocks”
- **Collaboration** - synergistically working together
- **Trust** - model trustworthiness
- **Accountability** - responsible for achieving key prioritized goals

# List of Principles

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- **Accountability**
- **Authenticity**
- **Awareness**
- **Change**
- **Civility**
- **Clarity**
- **Continuous Improvement**
- **Courage**
- **Empowerment**

# List of Principles

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- **Fairness**
- **Gratitude**
- **Honesty**
- **Humility**
- **Integrity**
- **Kindness**
- **Learning**
- **Love**
- **Loyalty**

# List of Principles

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- **Mutual Benefit**
- **Openness**
- **Ownership**
- **Performance**
- **Reciprocity**
- **Recognition**
- **Respect**
- **Responsibility**
- **Restitution**

# List of Principles

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- **Stewardship**
- **Straight Forwardness**
- **Understanding**