



Staying true to yourself – the importance of Authentic Leadership



Martine Harris



Sharon Baker

A WARM WELCOME TO:

STAYING TRUE TO YOURSELF
THE IMPORTANCE OF
AUTHENTIC LEADERSHIP



What are YOUR core values?

VALUES EXERCISE

Your values are the things that you believe are important in the way you live and work. They (should) determine your priorities, and, deep down, they're probably the measures you use to tell if your life is turning out the way you want it to.

These questions may help to define them:

- ⊙ What's really important to you?
- ⊙ What rules do you live your life by?
- ⊙ What traits do you admire in others?
- ⊙ What do you not tolerate in others?
- ⊙ To understand you, what would others need to know?



What are YOUR core values?

Achievement	Creativity	Love
Activity	Economic Security	Loyalty
Advancement	Enjoyment	Order
Adventure	Fame	Personal development
Aesthetics	Family	Physical Fitness
Affluence	Friendship	Recognition
Authority	Health	Responsibility
Autonomy	Helping Others	Self-Respect
Balance	Humour	Spirituality
Challenge	Influence	Status
Collaboration	Inner Harmony	Variety
Community	Integrity	Wisdom
Competence	Justice	
Competition	Knowledge	
Courage	Location	



What are YOUR core values?

COACHING EXERCISE

Q: How are your behaviours aligned to these values?

Follow up questions:

- Can you give me a specific example? What happened? What did you do?
- Tell me about a time where you really had to stand up for/defend this value.
- What do you need to let go of to better align your behaviours to your values?
- What actions can you take (in the next 2-4 weeks) to better align your behaviours to your values?



Understanding and celebrating your STRENGTHS

COACHING EXERCISE

Q: What are your main strengths? What are you good at? What do you love?

Follow up questions:

- ⦿ What else? Tell me more
- ⦿ How is this strength helping you in your life/work?
- ⦿ Tell me about the biggest challenges in your life/work. How did you overcome them?



Understanding and celebrating your STRENGTHS

COACHING EXERCISE

Coachee:

- ⦿ Don't be modest!
- ⦿ Think across your personal and your work life
- ⦿ Remember any feedback you may have been given (work, friends, family)

HAVE FUN, THIS IS A CELEBRATION OF YOU!!

Coach:

- ⦿ Give the coachee space and time to think
- ⦿ Allow silences – these can be potent
- ⦿ Enjoy the listening; listen with intent

AT THE END: reflect back AND add one strength you have noticed in your coachee



WEAKNESSES

PERSONAL EXERCISE

- ⊙ What is your main weakness?
- ⊙ How do you *know* this to be true?
- ⊙ What would someone who knows you well and who has your best interest at heart, say about this?
- ⊙ What purpose might it serve? In what ways might this weakness actually help you?
- ⊙ How does it hold you back? Think about specific situations.
- ⊙ Do you need to do anything about it?
- ⊙ If yes, write down 3 actions that are achievable in the next week and put a time beside them



LIMITING BELIEFS

Is your weakness a limiting belief?

- ⊙ A limiting belief is a long and deeply held assumption that constrains us in some way.
- ⊙ Just by believing them, we do not think, do or say the things that they inhibit. And in so doing, we impoverish our lives.
- ⊙ We may have beliefs about rights, duties, abilities, permissions and so on. Limiting beliefs are often about our selves and our self-identity.
- ⊙ The beliefs may also be about other people and the world in general.
- ⊙ You may not be aware of it; you may have weaved it into your life and it is now informing and limiting your decisions on how you live your life and how you manage your career.
- ⊙ Becoming aware of it allows you to replace the limiting belief with one that is more positive and liberating.



LIMITING BELIEFS

STEP 1: What is my goal? What do I want?

'I want to spend more time with my family.'

STEP 2: What is my limiting assumption? (original weakness: 'Time Management')

'I want to spend more time with my family, but I just don't have the time (my job is too busy, my boss very demanding)....'

STEP 3: What is a positive, liberating alternative to this limiting assumption?

'I have choices about how to spend my time.'

STEP 4: If I KNEW (insert positive assumption), what would I do differently?

'If I KNEW I had the choice about how to structure my time, what would I do differently?'

STEP 5: Now that I KNOW (insert liberating assumption), what will I DO?

'Now that I KNOW I have a choice about how to spend my time, what will I DO (today/tomorrow/this week) to make changes?'



THANK YOU!



MARTINE HARRIS
EXECUTIVE COACH
www.mphcoaching.co.uk
martine@mphcoaching.co.uk
07527 472416



Sharon Baker
Executive Coach
sharon@flydontwalk.com
www.flydontwalk.com
07956 975301