



A GUIDE FOR OWNING YOUR VALUE

The ability to authentically own and embody the value we bring is empowering.

We increase our ability to present ourselves with confidence and substance which also inspires those around us. We put in motion a virtuous cycle where value creation begets more value creation.

This guide is intended for individuals and is also a fine aid for those who are investing in the development of others as mentors and coaches. The Guide for Registering Value (p 4) is great for teams.

Allow yourself to explore and iterate this over time. ENJOY!

KNOW WHAT YOU STAND FOR

Your ability to show up authentically and powerfully begins with knowing what you stand for - what you are committed to. Your 'stand' is reflective of:

- Your values - what you deem most important in life; these guide your decisions, actions and priorities.
- Your vision - the future you are committed to bringing about. This can be a personal or professional vision, short term or long term.
- Your ideals - what you care about (strong relation to Values)
- Your sense of purpose - your 'why'. The bigger-than-yourself reason for your existence.

In communicating, you might say, "I am a stand for..." or "I am a commitment to..."

There is a cost for us when we are in-authentic and trying to emulate someone else's way of being in the world or when we are unconsciously striving to achieve someone else's definition of success.

Authenticity is often an act of courage, especially when you are 'a stand' for something outside of the mainstream.



Listen to [Episode #21 on Rise Leaders Radio](#) for a walkthrough of this Guide

KNOW YOUR STRENGTHS + PASSIONS

We each have strengths and we express them uniquely. You may already have a strong sense of what you naturally bring to the table. Two assessments I recommend for exploring your strengths are the [CliftonStrengths](#) and [Tilt 365](#). I often pull out my reports and gain new insights about how I am using or being energized by my unique combination of strengths. I find it very validating and it's a practice I recommend at least annually. (Contact Rise Leaders if you are interested in a Tilt assessment.)

Bring more awareness to your passions and what you are doing when you lose track of time. When we are alive and absorbed in our work we create more value.

CREATE A DEFINING MOMENTS MAP

We are shaped by the events in our lives and develop new capabilities as a result of how we respond to them. Identify and reflect on the 10 most impactful moments in your life. What were they, and what did you learn? What competency or skill was developed during this time? Be sure to note the highs and lows! Our lowest moments often result in the highest learning.

Trudy Bourgeois (Episode #19, Rise Leaders Radio) lists this as her most important value realization tool.

APPRECIATE YOUR ROLE AND HOW YOU FILL IT

Organizations create roles because they are needed in order to fulfill agreements they have made with their customers or stakeholders. If you are serving in one of those roles now, you are filling a need. Clarify the role you're in and your unique contribution to it and organization (see Know Your Strengths). Only you can do the job the way you do it!

REGISTER YOUR VALUE

Use the Guide for Registering Value (last page in this packet) for an ongoing practice of a) observing the value you bring, and b) formally noting it. I find that making daily notes of how my actions have made a positive impact trains my observation skills so that I note what works and what I can repeat. Another a virtuous cycle!

This documentation provides ground for increased responsibility and pay, high profile projects and appointments and also for the reporting of impact your organization might request from your team.

PRACTICE SPEAKING YOUR VALUE

This is an assignment I have given many female leaders who are uncomfortable talking about their accomplishments. Find a committed listener - someone who is committed to helping you realize your potential. Schedule regular meetings with them and practice telling them what you have accomplished, what you're proud of, where you have brought value. You can use the Registering Value and Accomplishments Guide that is part of this packet.

This is a great partner practice where both of you meet to share the value you are creating!

PRACTICE EMBODYING YOUR VALUE

Embodying your value is owning your value at your core so that it is a felt sense and others also feel and see it in your presence. This practice can be combined with Speaking Your Value and it stands alone. Embodying your value means:

- You are relaxed and alert with your weight low in your body.
 - Your breath is deep; you can feel it in your belly.
 - You are extended vertically into your length from head to toes.
 - Your shoulders are wide and gently rolled back.
 - Your eyes are soft with jaws and mouth relaxed.
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BRING YOUR VALUE

Finally, nothing speaks louder than your results! Show up. Speak up. Create, deliver and make things better. Do what you say you will do and be generous, kind and empathetic.

A Trudy-ism*:

You can't show up raggedy! Button up. You can't be a C-player and be loud. You've got to bring your A-game!

*Rise Leaders Radio: [Episode #19: Achieving Workforce Excellence with Trudy Bourgeois](#).



A GUIDE FOR REGISTERING VALUE

One of the fastest ways to empower yourself, your team or your organization is to establish registers for value and accomplishment. It is satisfying to recognize where you spent your life's energy and what difference was made 'on your shift.'

This tool can also be used to keep track of the positive impact you have made in your current role as you advocate for a promotion, new role or new job.

This exercise can be done individually and/or with a team. It is a powerful practice to include elements of this exercise at the end of each day and to record them in a journal or planner.

When doing this as a team, include time in your regular meeting schedule to discuss the value that you and your team are bringing to the organization. Each person on the team brings their answers to the following questions. You may decide to alternate speakers at each meeting; it's important that everyone have time to own and speak the value they are creating.

Note: An effective teambuilding exercise is to ask each person to acknowledge the value another team member has contributed.

- What result did you produce?
- Who benefited? (Include all stakeholders)
- How did they benefit?
- What did this result make possible?
- What did this enable your organization to do differently?
- What future result(s) can now be generated?
- How did this result contribute to others' job performance?
- What are you able to do better or more easily as a result?
- What is your organization positioned to do now?

Once you have recorded these answers, identify to whom this value should be communicated. Consider sharing with those who have goals aligned with or dependent on the results you have produced.

Sourced from the Institute of Women's Leadership.

Find the original guide here: <https://womensleadership.com/coaching-tips/registering-value/>

MEET LEEANN

LeeAnn is an executive coach, facilitator of transformational leadership programs and an organizational consultant. She has been working in the field of leadership and organization development for over two decades and has a diverse portfolio of client engagements - from midmarket to Fortune 500, non-profit, and across many industries. LeeAnn specializes in multi-month leadership programs and presence-based leadership, which she integrates into all of her work.



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