

Values Driven Decision Making to Support Student Success:

Know What You Stand For...Stand For What You Know

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MASE New Leaders
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When you transitioned into the a new leadership role.....

- Decisions became *more frequent*...
- Decisions became *more complicated*...
- Decisions came with *more serious ramifications*...



"It's not hard to make decisions when you know what your values are."

~ Roy E. Disney

Know what you stand for.
Stand for what you know.





Values-based Decision-making...

- Starts with identifying the values that are most important to you, at work and at home, and understanding the beliefs that support these values, as well as identifying the behaviors that demonstrate that you are living these values.
- What you are trying to do is to bring your values to the forefront and give them a more important role in your decision-making.
- Effectively, when you use values in this way, your values become your needs, and your needs are your motivation. You begin to live your life through your values rather than through your beliefs. When you use your values for decision-making it brings you closer to your soul and builds your authenticity.



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Values Card Deck



Sort the deck into TWO piles

**Values
FIT you WELL**

**Values
DO NOT FIT
you WELL**



From the pile that FITs you WELL

**Values
FIT you WELL**



Select **15** cards that are
IDEALLY IMPORTANT to you



From the pile of 15

15 cards
IDEALLY IMPORTANT



Reduce to **10**
MOST IMPORTANT
to you



From the pile of 10

**10
MOST IMPORTANT**



Narrow the stack to
the **5 VALUES** that
are ideally
MOST IMPORTANT
to you



From the pile of 5

**5 VALUES
MOST IMPORTANT**



Record those VALUES
on the blank
card in the deck



Reflect on whether or not they are the same as the values you have identified.

- **EQUALITY**
- **COMPASSION**
- **EXCELLENCE**
- **PARTNERSHIP**
- **STEWARDSHIP**

If they are not the same values you identified, reflect on how your values will play a part in decision-making. How can you bring your values to the forefront of your decision making in your leadership role.

Consider a checklist of value statements as a filter for your decisions:

EQUALITY (Treat all people with respect, integrity, and dignity)

- Will my decision be **considerate** to everyone affected?
- Have I **anticipated** the **needs** of all stakeholders?

COMPASSION (Unselfishly embrace the whole person)

- Have I been **sensitive to the needs** of those impacted by my decisions?
- Have I **set aside** my **bias** and **considered perspectives** other than my own?

Consider a checklist of value statements as a filter for your decisions:

EXCELLENCE (Improve outcomes, quality, innovations & openness to new ideas)

- Have I **considered** the **benchmarks** and **best practices** of my peers?
- Do my **decisions advance** the **organization's** mission, values, and vision?

PARTNERSHIP (Collaborate to utilize the talent and creativity of all persons)

- Have I **communicated** with all parties influenced by my decision?
- Does my decision **strengthen or weaken** the **teams** with whom I partner?

Consider a checklist of value statements as a filter for your decisions:

STEWARDSHIP (Own responsibility and accountability for all that we are, have, and do)

- Have I ***followed through*** with all of my commitments?
- Does my decision ***add or subtract*** from the team's ***resources***?

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