



Happiness@TheSpeedofLife

Happiness@TheSpeedofLife Newsletter Edition 11: Live Your Values

1,380 words of content -- approximate reading time required: 5.52 minutes. And isn't your happiness worth it?

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Welcome to my e-newsletter, which focuses on defining and applying the 13 Principles of Happiness in your life and work. It is a (more or less) monthly communication. I invite your comments, reactions, and ideas. Jim

A special welcome to all who've joined us recently. We are now mailing to over 800 happy people! My goal is to grow to over 1,000 readers, so....

==>If you like what you read here why not share it with a friend?

==>If you received this from someone else you can join in a few seconds. Instructions are at the end of this newsletter. I never rent, sell, or give away my lists.

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I. HAPPINESS PRINCIPLE #2: LIVE YOUR VALUES

Whenever I do a presentation on this subject I begin by asking, "Who in this room has a clearly defined set of core values?" Typically, only two-thirds of the hands in the room go up.

"Not that I want to disagree with my audience," I continue, "but those who did not raise their hands are incorrect in thinking they don't have a set of personal values – you do!" At this, heads begin to nod and eyebrows go up as the concept sinks in.

Whether we can articulate them clearly or not, we all operate from a base of beliefs that guide our lives. Those things we hold to be true for ourselves are our core values.

What's the value of Values?

Our values serve as both the framework upon which we build our lives as well as the "filter" through which we relate to the rest of the world. When we behave in alignment with our values, our framework feels solid and our view of the world is positive. When what we say and what we do are not in sync – when we don't Live those Values – we feel out of whack, out of alignment and, ultimately, unhappy.

On the other hand, when we proclaim our values to ourselves and the world, and then behave according to those values, we experience more joy, peace, and contentment in the moment. We feel more in harmony with ourselves. We are more likely to notice opportunities in our life that support our values. And in the end we are happier.

How does one live their Values?

~~ Write them down. When you do so, your values become more real. Your first draft may not feel complete; live with the document for a few weeks, then return and edit until the values ring true for you. E.g. you might begin with the value, "Friendship" and edit your way to "I make time in my life to build deeper relationships with the people I care about."



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I passionately wish that same good feeling for you, in your life!

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III. IN THE WORKPLACE

“To me, the most important thing is consistency between your belief system and your behavior. You can develop all kinds of lists of core values. But ultimately, the most important core value is a genuineness to deliver on what you say your core values are. Being genuine builds credibility and trust.” ~Buddy Pilgrim, CEO of Simmons Foods Inc.

Based on my 25 years of corporate and consulting experience, I classify organizations into three categories when it comes to values:

- A. Those with great written values but leaders who behave in ways that contradict what’s written down (there’s a gap between enacted and espoused values).
- B. Those with written values that are modeled by the top leaders, but poorly communicated to everyone else; thus there is huge gap between values and action on the front lines.
- C. Those with values that are modeled by leaders, talked about frequently, woven into all training and decision-making, and owned by the entire employee population. These are great places to work.

Which description best fits your organization? How are your values brought to life?

The Ritz Carlton Hotels created systems that weave the organization’s values into everyday life and bring them alive. At every pre-shift meeting, every day, five minutes are spent reviewing one of the values. Over the course of a year, with no “formal” training, a typical full-time associate will have spent over 20 hours immersed in understanding and living the Ritz Carlton Credo.

TRY THIS: THE RITZ CARLTON APPROACH

Whether you are a small business owner, a front-line associate, a top leader, or a middle manager, you can try the following in your own small part of the world.

At every meeting (daily huddle, weekly staff, project/committee, etc) for the next 90 days, take just five minutes to review the organization’s vision or mission statement, or one of the core values. You might simply review the value OR have someone tell a story about the value in action OR ask someone to reflect on how they might live that value in the next week OR have everyone write down one tiny action they’ll take today to support it, OR... well, be creative. JUST FIVE MINUTES, and in 90 days you’ll have spent five hours focused on bringing the values to life in your part of the world. Notice how the very fabric of your organization changes.

Remember, leadership is not about a title. Anyone can be a leader if they focus on helping others to succeed and grow!

To take a look at the Ritz Carlton Credo, click here:

http://www.ritzcarlton.com/corporate/about_us/gold_standards.asp

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IV. RANDOM FUN STUFF

Now, you might be thinking, “how simply horrid to plug a site called “despair.com” within a newsletter on Happiness.” But you know, good (clean) satire has an important place in the world.



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If you've ever seen the Successories line of framed prints -- breathtakingly gorgeous photos paired with inspirational quotes -- then you must visit this site, where the same photos are paired with some very *different* quotes. Take your sense of humor with you, and remember that three seconds of laughter is equal to three minutes of aerobic exercise! (HR fans: you might click on 'Demotivation' in the 2002 Collection for a real chuckle...)

<http://www.despair.com/indem.html>

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V. INSTRUCTIONS AND CONTACT INFORMATION

Jim Smith, SPHR, is a recovering corporate executive whose passion is to Raise Up Leaders and help people everywhere experience more happiness and success in their lives and careers. He'd love to help you succeed in a bigger game!

=> P.S. Don't keep us a secret. We grow by referral, so please pass it on! To join our complimentary newsletter, please visit our website or follow the instructions to sign up at the bottom of this message.

Drop me a line anytime with your feedback and questions! Jim <mailto:Jim@1LeaderCoach.com>

**Happiness is a decision, not an event.
How will YOU decide today?**

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