

Values & Diversity Uncovered

**Contra Costa County
Leadership Academy
Session #4
April 8, 2021**

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Reconnection & Reflection

Reconnect with your group
and share:

What was it that you
identified last month that
you would start doing
differently as a result of
what you learned, how
have you applied that over
the last month, and what
has been the outcome?



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Overview

- Coaching conversation debrief
- Gain insight into our core values
- Understand how our values influence our lives
- Explore the connection between values and goal setting
- Special guest – Tiffany Hoang of CircleUp Education
- Career Journey
- DIVERSITY UNCOVERED - An awareness-building training to uncover conscious and unconscious discrimination and learn tools to interrupt stereotypes, micro-aggressions, and implicit bias



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Debrief Initial Development Conversation With Your Coach

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Values

VALUES
are like
fingerprints.

Nobody's are the same, but you leave 'em all over everything you do.

- Elvis Presley

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Core Values

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Understanding my personal values



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Make note of:

- What are my top 5 values and what do they mean (as I defined them)?
- What makes them so important to me?
- How do these values manifest in my life?
- Have my priority values shifted over the years and if so in what ways?



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Share with a partner:

- ▶ What are my top 5 values and what do they mean (as I defined them)?
- ▶ What makes them so important to me?
- ▶ How do these values manifest in my life?
- ▶ Have my priority values shifted over the years and if so in what ways?



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Values & Goals

VALUES

- ▶ Typically do not change (although their priority may very well)
 - ▶ Not flexible
- Become stronger when we live a life aligned with our core values



GOALS

- ▶ Typically change
- ▶ Flexible
- ▶ Greater success of attainment when aligned with values (they have greater meaning)



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Make some notes:

With respect to my values:

- I have learned that...
- I did not realize that...
- I am confident that...

Resources

- ▶ CircleUp Education <https://www.circleuped.org/>
- ▶ Jensen, Beth. *The Power of Values in Uncertain Times*. Stanford Business article, March 10, 2021. Source: <https://www.gsb.stanford.edu>



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Questions



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Pre-work for May 13 Session

- Next session topics: My leadership strengths & Trust
- Special guest presenter: Police Chief Allan Shields, Town of Danville
- Strengths Finders book
- Pre-work is online self-assessment, print 4 reports, review 1 report, two short worksheets.



**Special Guest:
Tiffany Hoang**

**Co-founder &
Executive Synergist**

CircleUp Education



Lunchtime...let's eat!



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One thing I learned or one insight I had from today is...

How I will use that insight going forward is...



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Thank you for today



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