0:0:0.0 --> 0:0:3.80  
Jones,Sandy  
I'm so glad I I think I had to put the note in there.

0:0:4.730 --> 0:0:6.420  
Jones,Sandy  
Alright, so we are recording now.

0:0:6.790 --> 0:0:9.780  
Jones,Sandy  
OK, so this one it's not terribly long.

0:0:9.790 --> 0:0:15.600  
Jones,Sandy  
We talked a little bit about core values last time, and we're gonna get into a little bit of goal setting.

0:0:15.710 --> 0:0:20.300  
Jones,Sandy  
And when I realized I had signed up for doing this, I have the trade off the transcript.

0:0:20.310 --> 0:0:21.830  
Jones,Sandy  
I'm sorry, just checking me.

0:0:21.840 --> 0:0:25.720  
Jones,Sandy  
That's when I realized I had signed up for doing this topic.

0:0:25.790 --> 0:0:26.500  
Jones,Sandy  
I hate doing.

0:0:26.510 --> 0:0:27.200  
Jones,Sandy  
I hate goals.

0:0:27.290 --> 0:0:53.910  
Jones,Sandy  
I have really struggled with goals over the years and I've always wondered why what the challenge was for me and I think the problem that I have is that I I often feel like, especially if I'm setting like a longer term goal, it's really challenging to imagine who you're gonna be at that time and what's gonna happen in the meantime and feeling like you've committed to something that is you can't identify with almost in that future state.

0:0:54.0 --> 0:0:58.60  
Jones,Sandy  
So I know it's easier for some people, but if it's not easy for you, you're not alone.

0:0:58.110 --> 0:1:5.980  
Jones,Sandy  
I just thought I'd throw that out there, but this is kind of how I tie core values and goal setting gather to make goals more meaningful.

0:1:6.230 --> 0:1:8.560  
Jones,Sandy  
And I'm hoping that some of this might resonate with you.

0:1:9.60 --> 0:1:25.440  
Jones,Sandy  
And I will say that this is less of a poignant leadership topic, but I think that the values are really the key thing here that might help points you in a points you in a good direction and something that you can stay consistent with.

0:1:25.660 --> 0:1:27.380  
Jones,Sandy  
UM goals are a nice skilled at goal.

0:1:27.390 --> 0:1:29.860  
Jones,Sandy  
Setting is a nice skill to have, but values man.

0:1:30.70 --> 0:1:34.660  
Jones,Sandy  
If you can figure out your core values, they become such a guiding light in your life.

0:1:34.670 --> 0:1:43.30  
Jones,Sandy  
So with without further ado, if I can get my mouse in the right place core values, what am I even talking about?

0:1:43.90 --> 0:1:43.420  
Jones,Sandy  
All right.

0:1:43.430 --> 0:1:48.440  
Jones,Sandy  
So core values are the themes in your life that give you a sense of alignment to meaning and purpose.

0:1:49.190 --> 0:1:54.70  
Jones,Sandy  
So there are a lot of times you'll see people kind of interchangeably use principles and values.

0:1:54.280 --> 0:2:3.510  
Jones,Sandy  
Values are often just a one word idea and a lot of times principles are more of an enactment of of a core value.

0:2:3.580 --> 0:2:13.850  
Jones,Sandy  
So some people are like, I think my core values being a kind person will kindness is really the value being a kind person would be more like a principle, like how you live your life.

0:2:13.960 --> 0:2:20.270  
Jones,Sandy  
So it's arguable whether they're nature and nurture, probably both and probably a lot of it is nurture.

0:2:20.280 --> 0:2:22.380  
Jones,Sandy  
It's things you pick up as you go along.

0:2:22.390 --> 0:2:34.920  
Jones,Sandy  
You know your core values are kind of the sticky ones that stick to you over the course of time, but as you into the individuate and develop as a person, some of those come from within your personality and character and are really, you know, nature based.

0:2:35.510 --> 0:2:39.960  
Jones,Sandy  
They are often consistent throughout the course of your life, but they can shift and mutate over time.

0:2:39.970 --> 0:2:49.340  
Jones,Sandy  
So it's always good to reflect on once you have a set of core values of it, you've identified have some of them moved around either in priority or have they changed to something slightly different.

0:2:49.430 --> 0:2:58.50  
Jones,Sandy  
And figuring out, you know, that knowing that those are fluid, but they do stay fairly consistent, you'll see recurring themes in that space.

0:2:58.260 --> 0:3:0.440  
Jones,Sandy  
So some examples are just listed here.

0:3:1.160 --> 0:3:6.600  
Jones,Sandy  
Real basic ones just kind of across the board and there are plenty, plenty more.

0:3:7.80 --> 0:3:12.0  
Jones,Sandy  
I will give you guys some resources in a moment for to look at, look through some.

0:3:12.700 --> 0:3:25.850  
Jones,Sandy  
So why do we even care back to what I said originally, they give you this internal compass for aligning all of your decisions and how you live your life to who you authentically are, and staying true to yourself.

0:3:25.860 --> 0:3:40.70  
Jones,Sandy  
So they can be an incredibly valuable tool, especially when you when you feel lost or stuck, they can help really unstick you and move you forward, or if things just feel out of whack or you feel like you're off course a lot of times.

0:3:40.80 --> 0:3:47.80  
Jones,Sandy  
Reviewing those can give you a sense of what direction do I need to be taking and how do I get back to that alignment with who I truly AM.

0:3:48.780 --> 0:3:52.310  
Jones,Sandy  
Alright, so discovering your core values, let me drop some.

0:3:52.840 --> 0:3:57.110  
Jones,Sandy  
I dropped one of these last time, but I'm gonna drop these in the chat.

0:3:59.620 --> 0:4:0.150  
Jones,Sandy  
And.

0:4:2.150 --> 0:4:2.730  
Jones,Sandy  
I need.

0:4:3.120 --> 0:4:4.930  
Jones,Sandy  
Thanks for yeah, my background.

0:4:4.980 --> 0:4:7.210  
Jones,Sandy  
This is, yeah, I and my crack in.

0:4:7.480 --> 0:4:8.490  
Jones,Sandy  
I love my Kraken.

0:4:8.680 --> 0:4:11.50  
Jones,Sandy  
Sorry, I just hopped in the chat, but I appreciate it.

0:4:11.740 --> 0:4:17.690  
Jones,Sandy  
Alright, so these two these two references I just dropped in the chat, there's just two lists of a bunch of core values.

0:4:18.370 --> 0:4:24.330  
Jones,Sandy  
It's a chance for you to kind of go through and pick ones that that feel like they really speak to you.

0:4:24.690 --> 0:4:40.960  
Jones,Sandy  
And what I what I did originally when I did this exercise of bazillion years ago, I went through a list and I collected a min a spreadsheet, and then I started to prune it a little bit and get it down to maybe a dozen or so that I felt really showed up a lot in my life.

0:4:41.90 --> 0:4:54.100  
Jones,Sandy  
And over time, those have shifted a little bit here and there, especially as I started to learn more about myself and see which ones were more informed by external influences rather than just intrinsic core values of my own.

0:4:54.290 --> 0:4:59.220  
Jones,Sandy  
So it's it's really interesting to see where they play out in different areas of your life.

0:4:59.310 --> 0:5:1.870  
Jones,Sandy  
So I would encourage you to create your own list of them.

0:5:2.710 --> 0:5:3.20  
Jones,Sandy  
Umm.

0:5:3.180 --> 0:5:8.860  
Jones,Sandy  
And then to review that list from time to time and think about where are they, where are they fitting into your life?

0:5:8.870 --> 0:5:9.860  
Jones,Sandy  
Are they changing?

0:5:9.870 --> 0:5:11.120  
Jones,Sandy  
Where are they coming from?

0:5:11.310 --> 0:5:15.700  
Jones,Sandy  
And you know, are they are certain ones not showing up enough.

0:5:15.710 --> 0:5:20.520  
Jones,Sandy  
Like I FS, something's really important to you, but it hasn't really found its way into areas of your life.

0:5:20.670 --> 0:5:27.30  
Jones,Sandy  
How can you start to inject those in more strongly, so that's pretty much it for discovering what they are.

0:5:30.460 --> 0:5:33.150  
Jones,Sandy  
But using them is really like the cool part about it.

0:5:33.160 --> 0:5:37.870  
Jones,Sandy  
So one of the things that helps you with is you can get super agile with it.

0:5:37.940 --> 0:5:45.930  
Jones,Sandy  
Agile, like just nimble, you can start to make decisions pretty rapidly by running them through this filter of your core values.

0:5:45.940 --> 0:5:52.110  
Jones,Sandy  
So if you have a big decision to make in your life, you can really start to like, look at what your core values are.

0:5:52.120 --> 0:5:55.470  
Jones,Sandy  
Look at this situation and see if they get.

0:5:55.480 --> 0:6:9.100  
Jones,Sandy  
If that decision, whichever way you decide gets you closer to your core values, and it can give you a big old bang for your buck, just it speaks a lot to like that gut instinct and that, like intuitive sense of what's truly you.

0:6:9.350 --> 0:6:11.190  
Jones,Sandy  
But in a pretty concrete way.

0:6:11.240 --> 0:6:15.550  
Jones,Sandy  
So that's one of my favorite things about it because it just helped man.

0:6:15.560 --> 0:6:25.390  
Jones,Sandy  
It makes you super super nimble and and a lot of things start falling into place because you just know in the back of your mind what you truly value and it things become a no brainer for you.

0:6:25.850 --> 0:6:27.970  
Jones,Sandy  
A realignment, another area.

0:6:27.980 --> 0:6:40.770  
Jones,Sandy  
If you start to feel like things are just not quite going the way you envisioned, or you don't feel like yourself anymore, looking at what your core values are doing in your life, that's another great way to find that center again.

0:6:40.860 --> 0:7:4.790  
Jones,Sandy  
And really figure out like what's missing or what's being missed applied, or where am I straying from these and the last one is really leveraging them to help you do the hard things and a lot of those revolve around figuring out which are willing to suffer for those core values are typically what you're willing to suffer for, whether it's family, security, health, happiness, serenity, you know, balance.

0:7:4.800 --> 0:7:5.940  
Jones,Sandy  
I don't know any of those.

0:7:5.950 --> 0:7:13.510  
Jones,Sandy  
I mean, there's those things are going to speak to I highly value this and I'm willing to do what it takes to champion this in my life.

0:7:14.360 --> 0:7:18.430  
Jones,Sandy  
And as I say here core values give you a sense of purpose and meaning in your life.

0:7:18.560 --> 0:7:22.470  
Jones,Sandy  
And they provide that motivation and aspiration to do said hard things.

0:7:22.560 --> 0:7:24.420  
Jones,Sandy  
So Cornelius.

0:7:26.390 --> 0:7:31.890  
Jones,Sandy  
Alright, goals E me and my my love hate relationship with goals.

0:7:31.900 --> 0:7:33.550  
Jones,Sandy  
Alright, what are goals?

0:7:33.700 --> 0:7:36.890  
Jones,Sandy  
Specific outcomes you wanna accomplish to realize a new state?

0:7:37.520 --> 0:7:39.310  
Jones,Sandy  
Yes, supporting idea and values.

0:7:39.320 --> 0:7:41.940  
Jones,Sandy  
Please interject this a little bit.

0:7:42.880 --> 0:7:44.630  
.,Lilith  
Ohh hello, can you hear me?

0:7:44.640 --> 0:7:44.680  
.,Lilith  
OK.

0:7:44.100 --> 0:7:45.410  
Jones,Sandy  
I yes.

0:7:46.390 --> 0:7:46.960  
.,Lilith  
OK, great.

0:7:47.800 --> 0:7:49.580  
.,Lilith  
This talking about what?

0:7:49.650 --> 0:7:56.730  
.,Lilith  
What you said about, you know, being able to change and stuff, you know, I thought about that, that I created that.

0:7:59.130 --> 0:8:0.190  
.,Lilith  
Concept distillation.

0:8:3.70 --> 0:8:3.240  
.,Lilith  
Yeah.

0:8:1.340 --> 0:8:4.980  
Jones,Sandy  
Concept distillation can now can you expand?

0:8:5.970 --> 0:8:6.720  
.,Lilith  
OK, for sure.

0:8:7.570 --> 0:8:9.510  
.,Lilith  
It's basically associative logic.

0:8:10.870 --> 0:8:12.190  
.,Lilith  
If that's the case, OK.

0:8:12.850 --> 0:8:12.960  
Jones,Sandy  
Yes.

0:8:13.580 --> 0:8:16.430  
.,Lilith  
It's like everyone's familiar, like the transitive property and formal logic.

0:8:16.950 --> 0:8:17.70  
Jones,Sandy  
Yes.

0:8:18.0 --> 0:8:18.330  
.,Lilith  
OK.

0:8:18.380 --> 0:8:24.270  
.,Lilith  
So really you're saying that if there is a thing that does another thing, will those things are pretty much compatible, right?

0:8:24.750 --> 0:8:25.80  
Jones,Sandy  
Right.

0:8:25.530 --> 0:8:33.230  
.,Lilith  
And The thing is, if you can kind of prove that one thing office supports another thing, you create an association with, you know, two things, right?

0:8:33.750 --> 0:8:33.990  
Jones,Sandy  
Yep.

0:8:34.740 --> 0:8:48.790  
.,Lilith  
OK, so the transitive sense is the best time because it just says, you know, if one thing exhibits the properties of another thing, will they must be the same thing because that's transitive sociation because you kind of associate the properties with the concept.

0:8:48.870 --> 0:8:49.680  
.,Lilith  
So, so far so good.

0:8:50.250 --> 0:8:50.490  
Jones,Sandy  
Yes.

0:8:51.250 --> 0:8:59.920  
.,Lilith  
OK, so the cool thing is that you don't have to have just one list for values like 2 is great, but it's a list that's like limiting yourself.

0:9:0.50 --> 0:9:7.320  
.,Lilith  
Inherently, the thing about core values is that they're core to you, so your core value could be something like compassion.

0:9:7.660 --> 0:9:13.960  
.,Lilith  
And you say another core value I have is being a doctor, so just exhibiting what a doctor?

0:9:13.970 --> 0:9:15.200  
.,Lilith  
What exhibit is a value?

0:9:15.260 --> 0:9:27.710  
.,Lilith  
I hope so that when I'm talking with people I couldn't speak because of Doctor might do that, but in another value might be you know, the concept of being a public defender, not just an attorney but a defender for the public.

0:9:27.990 --> 0:9:34.60  
.,Lilith  
If you're trying to do your best job to make sure you can advocate for the public interest physical there you have condensed down.

0:9:34.70 --> 0:9:34.900  
.,Lilith  
It's like a single thought.

0:9:35.350 --> 0:9:40.280  
.,Lilith  
So you can condense down the value of compassion all the way down to parts vendor.

0:9:40.970 --> 0:9:43.970  
.,Lilith  
Well, you can go that way in every direction though.

0:9:43.980 --> 0:9:48.890  
.,Lilith  
If you're core value itself, I need to represent as whatever word can be desired in different ways.

0:9:49.350 --> 0:9:53.930  
.,Lilith  
Well, that's multidimensional core values that can be distilled within a single thought.

0:9:54.710 --> 0:9:54.890  
Jones,Sandy  
Yeah.

0:9:54.390 --> 0:10:0.540  
.,Lilith  
You take all of those thoughts, all the supporting beliefs, everything that makes you who you are and you find something.

0:10:0.550 --> 0:10:4.90  
.,Lilith  
That's one thing that encapsulates all of that for me.

0:10:4.300 --> 0:10:12.820  
.,Lilith  
It'd be myself for other people, it might be like, you know, my core value is uh Plano jacket object that had plenty of properties.

0:10:13.30 --> 0:10:15.940  
.,Lilith  
So you can unpack that thing in your head, and for one person.

0:10:16.220 --> 0:10:17.320  
.,Lilith  
Yeah, that's poor value.

0:10:17.330 --> 0:10:20.400  
.,Lilith  
I have is being observable so we actually inspect me.

0:10:20.670 --> 0:10:30.480  
.,Lilith  
You can learn anything about me and that can be someones core value and that might drive what they do in the form of transparency, which is the thing they believe and you can see it when you inspect them.

0:10:30.830 --> 0:10:36.990  
.,Lilith  
So because it's transitive, because a thing is what it is, it is what it is.

0:10:38.80 --> 0:10:38.660  
.,Lilith  
The part OK.

0:10:39.100 --> 0:10:39.530  
Jones,Sandy  
Yeah.

0:10:39.540 --> 0:10:46.180  
Jones,Sandy  
So and I appreciate you saying that it's multidimensional, that you can get multidimensional with it because they end up being this.

0:10:46.190 --> 0:10:59.310  
Jones,Sandy  
There's this common thread that runs through them at the core that really does tie a lot of them together, and you can kind of back down to like a route, but it's it is bidirectional and a lot of ways and you'll see a lot of overlap from different ones.

0:10:59.320 --> 0:11:5.790  
Jones,Sandy  
And that sort of I like to think of it as like the authentic signature of what you're truly about and where you find that fulfillment.

0:11:7.50 --> 0:11:7.410  
.,Lilith  
Yeah.

0:11:7.420 --> 0:11:16.760  
.,Lilith  
And the cool thing about it is I I love the the way you speak and the concept you express, because they're concepts expressed so you can unpack those because they're transitive.

0:11:17.120 --> 0:11:20.670  
.,Lilith  
So like for example if you say you know if you if they go deep, right?

0:11:20.890 --> 0:11:25.40  
.,Lilith  
So like Remington lists and deepness, that's all about one dimension.

0:11:34.870 --> 0:11:35.110  
Jones,Sandy  
Umm.

0:11:25.460 --> 0:11:36.440  
.,Lilith  
But with a multidimensional well, you could have a list that on one angle looks like a dot, because look at the other way that the long string and that's literally all string theory is.

0:11:37.0 --> 0:11:37.220  
Jones,Sandy  
Yep.

0:11:36.730 --> 0:11:39.720  
.,Lilith  
So your core value is I must be string theory.

0:11:39.810 --> 0:11:40.520  
.,Lilith  
Well, there you go.

0:11:40.830 --> 0:11:47.460  
.,Lilith  
You're now becomes string theory because you know that when you present yourself under different conditions, the observer can now see you.

0:11:48.390 --> 0:11:55.820  
.,Lilith  
So it's like this fun stuff like that could play with the idea of idea, cause literally there are no rules in mind except the ones people like.

0:11:55.10 --> 0:11:58.100  
Jones,Sandy  
That the crystal lattice of core values.

0:11:58.110 --> 0:11:58.860  
Jones,Sandy  
I love it.

0:11:59.810 --> 0:12:1.80  
Jones,Sandy  
Yes, thank you very much.

0:12:1.130 --> 0:12:2.400  
Jones,Sandy  
I love that cause and it does.

0:12:2.410 --> 0:12:2.960  
Jones,Sandy  
It can.

0:12:3.110 --> 0:12:14.860  
Jones,Sandy  
You can really build off so many different directions with it too, and get really you can get really deep with a lot of them and see the interconnection because a lot of them kind of create relationships between each other.

0:12:14.870 --> 0:12:16.260  
Jones,Sandy  
So I love it.

0:12:16.430 --> 0:12:17.10  
Jones,Sandy  
Thank you for that.

0:12:19.80 --> 0:12:19.680  
Jones,Sandy  
OK.

0:12:19.720 --> 0:12:20.120  
Jones,Sandy  
Goals.

0:12:21.410 --> 0:12:22.620  
Jones,Sandy  
We didn't make it to this page.

0:12:22.630 --> 0:12:23.510  
Jones,Sandy  
I would have been totally fine.

0:12:24.10 --> 0:12:29.380  
Jones,Sandy  
Umm, I don't hate him that much, but but man, I can't be the only one.

0:12:29.390 --> 0:12:33.60  
Jones,Sandy  
Alright, so goals trying to achieve an outcome.

0:12:33.650 --> 0:12:37.400  
Jones,Sandy  
I give you 2 common frameworks here and I'm sure most people have heard of these.

0:12:37.450 --> 0:12:42.420  
Jones,Sandy  
OK, ours are a little less popular than our, you know, our legendary smart goals.

0:12:42.480 --> 0:12:49.890  
Jones,Sandy  
But just to break these down quickly, smart stands for specific, measurable, achievable, relevant and time bound specific.

0:12:49.900 --> 0:12:55.450  
Jones,Sandy  
Just being real concrete about what you're saying you're gonna do or you want to achieve measurable.

0:12:56.340 --> 0:12:57.230  
Jones,Sandy  
What is?

0:12:57.620 --> 0:12:58.150  
Jones,Sandy  
How is it?

0:12:58.160 --> 0:13:2.310  
Jones,Sandy  
It's also how is it like meaningful, but really is there something like?

0:13:2.320 --> 0:13:5.290  
Jones,Sandy  
Is there a way to say this is successful or not achievable?

0:13:5.300 --> 0:13:9.190  
Jones,Sandy  
Is it a reasonable goal to set, or is it so ambitious it's out of this world?

0:13:9.560 --> 0:13:13.800  
Jones,Sandy  
Relevant again, this is where it actually ties into your values.

0:13:13.810 --> 0:13:14.920  
Jones,Sandy  
I mean, why does it matter?

0:13:14.930 --> 0:13:17.680  
Jones,Sandy  
Or the context of the situation and then time bound.

0:13:17.690 --> 0:13:19.20  
Jones,Sandy  
Pretty self explanatory.

0:13:19.210 --> 0:13:22.930  
Jones,Sandy  
The cool thing about smart goals is they're very clear and concrete.

0:13:24.910 --> 0:13:28.300  
Jones,Sandy  
And you could argue whether or not it's a benefit that they're rigid and highly structured.

0:13:28.310 --> 0:13:31.400  
Jones,Sandy  
But the thing that that provides is it does reduce cognitive friction.

0:13:31.710 --> 0:13:42.210  
Jones,Sandy  
You've already kind of made all the decisions about what it looks like in the beginning, but they don't inherently address the emotional aspects of what of your why, why you're doing this?

0:13:42.220 --> 0:13:46.610  
Jones,Sandy  
So that's something you can kind of inject into and we'll talk about that in a minute.

0:13:47.320 --> 0:13:49.550  
Jones,Sandy  
OK, ours are objectives and key results.

0:13:49.660 --> 0:13:54.90  
Jones,Sandy  
So the objective part is what you want to accomplish and the key result is how you will accomplish it.

0:13:54.680 --> 0:14:2.970  
Jones,Sandy  
You'll see probably more of these in business, but there are ways to do personal okr's, and I'm going to let me see if I can drop this in the chat.

0:14:3.540 --> 0:14:6.90  
Jones,Sandy  
OK, enter cool.

0:14:6.100 --> 0:14:8.250  
Jones,Sandy  
Alright, so there's some resources for those.

0:14:8.900 --> 0:14:27.600  
Jones,Sandy  
OK, areas are nice because they're a little bit more forgiving, like 70% is typically considered success in an OKR and they also allow you to keep migrating that objective as you move through whatever time binding you use, where you can reframe your key result to continue to meet an objective.

0:14:27.610 --> 0:14:43.710  
Jones,Sandy  
It's all a little bit more flexible than when you look at smart goals, where it's very I will do this by this date in this way, so sometimes ones useful, the others more useful, but really like we're one of the big struggles with actual delicious talk about some pitfalls.

0:14:46.540 --> 0:14:47.890  
Jones,Sandy  
I've heard click on the right thing.

0:14:47.900 --> 0:14:48.100  
Jones,Sandy  
OK.

0:14:48.570 --> 0:14:50.880  
Jones,Sandy  
Umm, alright, so comment pitfalls.

0:14:50.940 --> 0:14:57.880  
Jones,Sandy  
So not identifying the why and this is really like tying back to your reasons for being.

0:14:57.890 --> 0:15:3.380  
Jones,Sandy  
I mean, this is really where we start to talk about values and how values might be helpful in this space.

0:15:3.390 --> 0:15:8.470  
Jones,Sandy  
But really, understanding why you wanna even bother doing this and why it's worth the effort?

0:15:9.450 --> 0:15:10.100  
Jones,Sandy  
OK, look at that.

0:15:10.110 --> 0:15:10.250  
Jones,Sandy  
What?

0:15:10.260 --> 0:15:11.740  
Jones,Sandy  
You're willing to suffer for? That?

0:15:11.750 --> 0:15:13.750  
Jones,Sandy  
Sounds familiar, uh.

0:15:13.940 --> 0:15:27.40  
Jones,Sandy  
Fear oftentimes can be what hinders you, and it's either a fear of failure, of it not being worth it in the end, or just like the just the epic challenge of actually accomplishing said thing.

0:15:27.530 --> 0:15:28.20  
Jones,Sandy  
Umm.

0:15:28.390 --> 0:15:36.0  
Jones,Sandy  
And a lot of times that fear can also, you know, be combated with what you're willing to suffer for.

0:15:36.90 --> 0:15:48.20  
Jones,Sandy  
Really understanding that and being able to assess that and whether it's worth it and then lack of clarity, you know the first thing they mentioned about the smart goals is that it really does help you specify and be very clear about what you want to be accomplishing.

0:15:48.70 --> 0:15:51.920  
Jones,Sandy  
But if you don't really know where you're going, it's gonna be really hard to get there.

0:15:52.110 --> 0:15:58.820  
Jones,Sandy  
So getting those things figured out and knowing that those are common common areas people fail in, that's helpful.

0:16:0.250 --> 0:16:4.520  
Jones,Sandy  
But what's really cool is when you start to mix the two together, core values and goals.

0:16:4.790 --> 0:16:10.210  
Jones,Sandy  
So the values do inform your why they become something that you can commonly go back to and be like.

0:16:11.250 --> 0:16:18.380  
Jones,Sandy  
Why am I doing this in the 1st place and give you the strength to overcome the obstacles of getting there and a lot of times those check-ins?

0:16:18.390 --> 0:16:32.340  
Jones,Sandy  
The second part, or what's gonna help you restrengthen that drive the fortitude portion of it to get through the parts of it that you're gonna get stuck in and lose motivation and lose that feeling of.

0:16:32.550 --> 0:16:34.160  
Jones,Sandy  
What am I bothering with this for?

0:16:34.630 --> 0:16:37.160  
Jones,Sandy  
So use your values.

0:16:37.170 --> 0:16:44.60  
Jones,Sandy  
Use your values to inform what your goal should even look like in the 1st place and then use them to strengthen yourself as you get moving through stuff.

0:16:45.130 --> 0:16:53.40  
Jones,Sandy  
So I just dropped a quick example here because talking about it doesn't often, you know it's kind of vague, so I just used this.

0:16:53.50 --> 0:17:7.490  
Jones,Sandy  
The smart goal format for this one, but say my core value is balanced and and did I miss the part about the areas of life I might have to come back to that I don't know if it's meeting next slide.

0:17:7.540 --> 0:17:9.70  
Jones,Sandy  
OK, it is in my next slide.

0:17:9.380 --> 0:17:10.470  
Jones,Sandy  
We'll get to it in a second.

0:17:10.480 --> 0:17:12.250  
Jones,Sandy  
I did this out of order, but that's OK.

0:17:12.580 --> 0:17:20.130  
Jones,Sandy  
So a core value, let's just say it's balanced, an area of life that I can apply that to you is in health maybe.

0:17:20.890 --> 0:17:25.400  
Jones,Sandy  
And so I write out, you know, committing to some sleep, average amount of sleep per week for 30 days.

0:17:25.410 --> 0:17:26.680  
Jones,Sandy  
So I'm very specific.

0:17:26.740 --> 0:17:29.680  
Jones,Sandy  
I average 8 hours of sleep night night leap per week.

0:17:29.910 --> 0:17:32.280  
Jones,Sandy  
It is measurable because I know how long I'm sleeping for.

0:17:32.770 --> 0:17:33.840  
Jones,Sandy  
Is it achievable?

0:17:33.950 --> 0:17:41.460  
Jones,Sandy  
Yes, but I know that I might have nights where that's not realistic, and so I can build in recovery nights to get my average back on track.

0:17:41.570 --> 0:17:42.350  
Jones,Sandy  
Is it relevant?

0:17:42.360 --> 0:17:49.200  
Jones,Sandy  
Yes, because the intention is to balance rest center activity and I can tie it right back to a core value and it is time bound by 30 days.

0:17:49.480 --> 0:17:56.650  
Jones,Sandy  
So it's really easy for me to then drill into a why I want to improve my health, create balance and manage stress better or something like that.

0:17:56.860 --> 0:18:6.50  
Jones,Sandy  
So just going through a little bit of extra depth to a gollier setting to be able to give it that extra umph of why does this matter to me, and why does it matter to me?

0:18:6.60 --> 0:18:7.30  
Jones,Sandy  
Is it individual?

0:18:7.280 --> 0:18:9.600  
Jones,Sandy  
Really helps you see like what?

0:18:9.640 --> 0:18:16.790  
Jones,Sandy  
What's going to change in your world because of it and it's it's really about seeing those values are the things I wanna champion in my life.

0:18:16.800 --> 0:18:26.730  
Jones,Sandy  
Let's get to the core of what what is there and see if I can find ways to improve my life in ways that are actually meaningful to me because I know this value matters to me, OK?

0:18:26.580 --> 0:18:28.450  
Harris,Dave  
The Sandy one thing I want to bring up?

0:18:30.530 --> 0:18:30.630  
Jones,Sandy  
Yes.

0:18:33.20 --> 0:18:33.270  
Jones,Sandy  
Check.

0:18:28.660 --> 0:18:34.260  
Harris,Dave  
As you're talking about that one, not this one specifically, but but any of these goals.

0:18:35.360 --> 0:18:44.310  
Harris,Dave  
Is also to give yourself the grace and self empathy that you're going to set goals that you're not going to achieve.

0:18:44.990 --> 0:18:45.260  
Jones,Sandy  
Yep.

0:18:45.360 --> 0:19:0.460  
Harris,Dave  
Life will change and a goal that you set today may not be relevant 2 weeks from now and so you know, you have to reassess the goal when you look at yourself.

0:19:0.470 --> 0:19:3.360  
Harris,Dave  
Evaluation of was it a failure?

0:19:5.20 --> 0:19:13.920  
Harris,Dave  
Or was it an unrealistic goal, or did the world just change and it was no longer a relevant goal?

0:19:14.570 --> 0:19:15.220  
Jones,Sandy  
Right.

0:19:15.410 --> 0:19:17.10  
Jones,Sandy  
Yep, that's all really important too.

0:19:17.20 --> 0:19:38.700  
Jones,Sandy  
And that can really take the wind out of your sails if you are too hard on yourself come setting, setting goals and then staying attached to them as either a success or failure, you know, and it's I think that that having compassion for yourself in those situations, but also just being realistic about it too, a lot of times it can make it feel like what's the point of setting goals in the 1st place.

0:19:38.910 --> 0:19:54.30  
Jones,Sandy  
And I think the argument there is that the ones you know, there's always some improvement that comes across in something you learn and new experiences you have by setting yourself down that path, even if you don't end up with the same outcomes that you intended to have in the beginning.

0:19:54.360 --> 0:19:58.640  
Jones,Sandy  
So it, yeah, it does feel like sometimes it's like, uh, he get through it.

0:19:58.650 --> 0:20:7.90  
Jones,Sandy  
You're frustrated, you're exhausted, but it's the intangibles sometimes that really do give you that sense of, OK, that was worth it.

0:20:7.100 --> 0:20:8.370  
Jones,Sandy  
I learned a lot, right?

0:20:8.620 --> 0:20:14.410  
Jones,Sandy  
There's always that learning opportunity to and trying to remember that those are in, you know, incredibly valuable.

0:20:14.420 --> 0:20:15.800  
Jones,Sandy  
I think that that's really important.

0:20:16.130 --> 0:20:18.630  
Jones,Sandy  
So thank you for for adding that.

0:20:19.970 --> 0:20:25.760  
Jones,Sandy  
And I also think that a lot of times like you could in this conversation about values in the way they try to goals.

0:20:25.770 --> 0:20:33.880  
Jones,Sandy  
I think you could also look at it as the way that values could tie to habits too, because it becomes a way of being when you're, you know, trying to install a habit.

0:20:34.30 --> 0:20:41.880  
Jones,Sandy  
And if your habits are really backed up by core values, they become an embodiment of who you want to be on a regular basis.

0:20:42.70 --> 0:20:45.640  
Jones,Sandy  
So think about how core values might be able to inform habits as well.

0:20:45.690 --> 0:21:8.450  
Jones,Sandy  
I mean that's that's another area where if you are picking habits or goals that don't resonate with those core values that you have a lot of times you'll get into a situation question of cognitive dissonance, where you have this goal and you're intending to do this thing and act a particular way, but you're not doing it because it actually in your brain is not aligning with the belief you have or core value that you have.

0:21:8.520 --> 0:21:32.70  
Jones,Sandy  
So sometimes that's a really that's a really worthwhile exploration if you're really struggling to get something established, it may be that in this particular circumstance you have two core values that are competing with each other and sort of cancelling each other out and it's taking all the steam out of what you're trying to do or you may have chosen a goal that just does not mesh well with whatever your core values are.

0:21:32.80 --> 0:21:40.150  
Jones,Sandy  
So that's an area to explore if you ever get stuck a lot of times that can help sort of under uncover what?

0:21:40.200 --> 0:21:43.440  
Jones,Sandy  
What the hang up is too, so that's super frustrating.

0:21:45.210 --> 0:21:46.800  
Jones,Sandy  
Alright, no clue where to start.

0:21:46.870 --> 0:21:49.650  
Jones,Sandy  
Go back to the core values thing and start to assess that.

0:21:49.720 --> 0:22:9.430  
Jones,Sandy  
Get really get to what are those core values I have and my last resource for you guys is looking at the areas of your life and this what this actually does this what I'm dropping in the chat right now is a link to it's a coaching resource and it's a little different than what I'm saying here necessarily.

0:22:9.800 --> 0:22:17.410  
Jones,Sandy  
What this has you do is it goes through 18 areas of your life and has you rate them as far as like how do you feel about their state today?

0:22:17.700 --> 0:22:28.10  
Jones,Sandy  
And you know, you rate it like one to seven I think or something and it gives you the opportunity to explore where where could I really use a little bit of work in my life and need to start addressing things.

0:22:28.490 --> 0:22:41.600  
Jones,Sandy  
I'd like to take it to the place of this is an opportunity for you to start looking at how they relate to core values and wait places that you could start setting goals for yourself to level up or potentially some habits.

0:22:41.610 --> 0:22:51.730  
Jones,Sandy  
But generally speaking, this link I think just talks about changes in general, but a lot of times those will come in the way of setting goals or have it changing habits.

0:22:51.790 --> 0:22:57.170  
Jones,Sandy  
So a fun exercise to do I in and of itself fun.

0:22:57.240 --> 0:22:57.750  
Jones,Sandy  
I don't know.

0:22:57.760 --> 0:23:2.790  
Jones,Sandy  
Most people probably wouldn't think it was fun, but I like stuff like this, so have at it. Umm.

0:23:3.280 --> 0:23:13.880  
Jones,Sandy  
And then the last part would be, you know, once you have those areas of your life identified in areas you would like to improve, mix those core values with those areas and start to come up with some goals or things that you can work on.

0:23:14.180 --> 0:23:28.160  
Jones,Sandy  
And as mentioned before, yeah, be forgiving to yourself and be compassionate and be patient with yourself because you know this is all worthwhile effort to move in the direction and every time you know, a failure is is just information, right?

0:23:28.170 --> 0:23:39.310  
Jones,Sandy  
It's an opportunity to learn more and you can always pivot, but it also gives you a sense of accomplishment and fulfillment when you start to move in directions that feel right for you and authentic to you.

0:23:39.370 --> 0:23:44.110  
Jones,Sandy  
So and alright, let's see here.

0:23:44.500 --> 0:23:46.830  
Jones,Sandy  
Practice more practice.

0:23:47.40 --> 0:23:56.50  
Jones,Sandy  
Let's talk about these again next time I will drop these in the chat, but it's sort of just a reiteration of values going through that practice of figuring out what they are.

0:23:56.140 --> 0:23:57.690  
Jones,Sandy  
Goals, you know?

0:23:57.700 --> 0:24:0.810  
Jones,Sandy  
Try setting a goal or you know don't.

0:24:0.820 --> 0:24:1.770  
Jones,Sandy  
That's cool too.

0:24:1.820 --> 0:24:5.290  
Jones,Sandy  
I I never would wanna like force an exercise like this on you guys.

0:24:5.300 --> 0:24:13.40  
Jones,Sandy  
But you know this, maybe this is a good time to think about it, and even if it's something super small and small's great, I mean shoot.

0:24:13.220 --> 0:24:18.30  
Jones,Sandy  
You start to build trust with yourself when you can set something small for yourself and accomplish it.

0:24:18.40 --> 0:24:20.410  
Jones,Sandy  
That all of those little wins add up for sure.

0:24:21.240 --> 0:24:31.890  
Jones,Sandy  
And then the last one is that areas of life resource I gave you looking for those areas of opportunity and potentially looking at how core values and goals could be used in that space.

0:24:31.980 --> 0:24:35.900  
Jones,Sandy  
So I believe that is the end.

0:24:36.370 --> 0:24:40.570  
Jones,Sandy  
Does anybody have any questions or comments or anything they'd like to chat about?

0:24:48.150 --> 0:24:48.390  
Jones,Sandy  
Sure.

0:24:46.980 --> 0:24:52.970  
.,Lilith  
I have a question like Vizient is like big on servant based leadership right?

0:24:54.120 --> 0:24:55.390  
Jones,Sandy  
They are not or they are.

0:24:55.460 --> 0:24:55.740  
Jones,Sandy  
They are.

0:24:55.820 --> 0:24:58.690  
.,Lilith  
And that they are right or OK.

0:24:57.430 --> 0:24:59.460  
Jones,Sandy  
Umm yeah. Yep.

0:24:59.200 --> 0:25:1.140  
.,Lilith  
It's like another word for that, like stewardship.

0:25:5.160 --> 0:25:8.970  
Jones,Sandy  
In a way, I don't think exclusively Dave, who came off mute.

0:25:8.980 --> 0:25:10.620  
Jones,Sandy  
Jason, you did you guys when I answered that.

0:25:11.90 --> 0:25:12.90  
Harris,Dave  
Jason, go first.

0:25:12.770 --> 0:25:13.330  
Pettis,Jason  
Ohh sure.

0:25:13.340 --> 0:25:13.840  
Pettis,Jason  
Thanks.

0:25:14.470 --> 0:25:21.70  
Pettis,Jason  
Now I was gonna say, yeah, you know, your servant leadership definitely has its own feeling and stuff like that.

0:25:21.80 --> 0:25:29.380  
Pettis,Jason  
Stewardship feels like ohh you know I I have care and comfort and ownership of of taking care of a thing while serving leadership is I'm gonna put myself.

0:25:30.720 --> 0:25:38.730  
Pettis,Jason  
Umm, I would put my team in my my the people I'm leading first so that I'm serving them in order to lead them.

0:25:38.740 --> 0:25:41.510  
Pettis,Jason  
Kind of a thing is that, you know, go do this and.

0:25:41.520 --> 0:25:42.460  
Pettis,Jason  
And I'm gonna sit back here.

0:25:42.470 --> 0:25:43.690  
Pettis,Jason  
Back here is like, how can I help?

0:25:43.700 --> 0:25:45.750  
Pettis,Jason  
How can I give up my time?

0:25:45.760 --> 0:25:51.710  
Pettis,Jason  
What can I do that benefits you versus I'm doing the thing that benefits me, which would benefit you.

0:25:51.720 --> 0:25:56.630  
Pettis,Jason  
So I think they're, they, they they feel within the same spirits a little bit.

0:25:56.720 --> 0:26:2.470  
Pettis,Jason  
But I feel like servant leadership is kind of actions and behaviors, while stewardship is feelings of ownership.

0:26:3.890 --> 0:26:4.530  
Pettis,Jason  
Your turn, Dave.

0:26:5.170 --> 0:26:7.420  
Harris,Dave  
Yeah, that's a great way to start it, Jason.

0:26:7.610 --> 0:26:18.70  
Harris,Dave  
So, Lilith, I think of it kind of as you know, normally we look at an organization as a pyramid where Byron's at the top and we're all below Byron.

0:26:19.230 --> 0:26:46.140  
Harris,Dave  
So if you flip that pyramid upside down and had Byron supporting his people who support their people who support the next level, and you put the leader at the bottom of the pyramid upside down, the one who you know they're responsible for everybody in their charge, they're not in charge and you know, for me, that's the my teams win.

0:26:46.690 --> 0:26:47.160  
Harris,Dave  
I fail.

0:26:48.600 --> 0:26:49.120  
Harris,Dave  
So.

0:26:48.870 --> 0:26:51.610  
.,Lilith  
If they're OK, OK.

0:26:59.950 --> 0:27:0.220  
Harris,Dave  
Yeah.

0:26:51.620 --> 0:27:0.960  
.,Lilith  
So is there any room for instead of like flipping it upside down or looking it's like top down and bottom up but just looking at it on its side for like leadership.

0:27:1.100 --> 0:27:1.980  
.,Lilith  
Well, can I finish?

0:27:0.230 --> 0:27:3.730  
Harris,Dave  
Well, you know, and I've actually drawn it for leadership.

0:27:3.380 --> 0:27:5.60  
.,Lilith  
I'm sorry, I didn't know I was going to be under.

0:27:6.110 --> 0:27:7.130  
Harris,Dave  
I'm sorry, Lilith.

0:27:7.140 --> 0:27:7.410  
Harris,Dave  
Go ahead.

0:27:8.480 --> 0:27:8.830  
.,Lilith  
Sorry.

0:27:8.840 --> 0:27:9.360  
.,Lilith  
Thank you.

0:27:9.410 --> 0:27:37.230  
.,Lilith  
I'll try to illustrate is that if you look at that structure, that would that even that pyramid or multiple like multiple graph, whatever that structure if you flatten it by changing people's perceptions of themselves as not leaders but teammate, wouldn't that also be like like seven days like would be serving base, it's kind of like team based cause at that point even it's kind of like on the same level like yeah you might be a leader, it's good.

0:27:37.410 --> 0:27:52.50  
.,Lilith  
But your leader with your team, as opposed to for them, because I'm wondering that because recently I had a really interesting quarter where I was an anchor for that time and no one really told me what an anchor is.

0:27:52.620 --> 0:27:54.910  
.,Lilith  
So it wouldn't really off the rails, but in.

0:27:54.920 --> 0:27:55.980  
.,Lilith  
I just thought about it tomorrow.

0:27:55.990 --> 0:27:56.570  
.,Lilith  
I'm like, wait a second.

0:27:57.240 --> 0:28:1.330  
.,Lilith  
My team, like they felt pretty good, but like Vizient didn't feel pretty good.

0:28:1.580 --> 0:28:3.160  
.,Lilith  
It's like, how are we supposed to work together?

0:28:3.170 --> 0:28:9.500  
.,Lilith  
It's like ohh because it's already adversarial, because there's like animosity in here and in language.

0:28:9.980 --> 0:28:13.30  
.,Lilith  
And if we say servant based, that's great.

0:28:13.40 --> 0:28:18.110  
.,Lilith  
But then, is there a room at the table for a servant like even that word servant?

0:28:18.120 --> 0:28:18.910  
.,Lilith  
Can we talk about them?

0:28:18.920 --> 0:28:26.90  
.,Lilith  
Like with them at the table or like, are they like off them where you know versus like they're in the table like table based years maybe?

0:28:26.100 --> 0:28:26.590  
.,Lilith  
I don't know.

0:28:26.680 --> 0:28:28.730  
.,Lilith  
Like, is there room for that kind of thinking here?

0:28:28.980 --> 0:28:44.280  
.,Lilith  
Where instead of we concentrate everyone's beliefs on like one person, and instead of just let everyone believes that we can all actually do that instead of waiting for that one person to give control to back us to us, to actually do stuff, you know.

0:28:45.680 --> 0:28:48.960  
Harris,Dave  
That's so low that I think you and I are on the same page here.

0:28:49.770 --> 0:29:4.500  
Harris,Dave  
Yeah, that you know, to me, servant leadership is empowering the team to do what they need to do and be and only being there to be the one in case there's something they don't have to be successful.

0:29:5.10 --> 0:29:20.970  
Harris,Dave  
You know, it should happen at the team level and sometimes there are decisions that have to have to cross teams have to cross multiple teams, multiple business units and there has to be a mechanism for doing that.

0:29:21.340 --> 0:29:29.600  
Harris,Dave  
So sometimes we do turn that, you know, pyramid on its side to look at the matrix organization and how we do that in the matrix organization.

0:29:30.80 --> 0:29:40.130  
Harris,Dave  
But to me, as a servant leader, it's about knowing and caring about the success of everyone.

0:29:42.670 --> 0:29:46.830  
Harris,Dave  
In my sphere of control, so to speak, that.

0:29:48.880 --> 0:29:50.960  
Harris,Dave  
We have to work together to get stuff done.

0:29:51.460 --> 0:29:56.210  
Harris,Dave  
It's not about, you know, I'm an AVP and you're a senior.

0:29:56.400 --> 0:30:10.210  
Harris,Dave  
Yeah, it's about how do we as an organization work best together and cross the the multiple, you know, groups that have to work together at all times.

0:30:10.400 --> 0:30:18.510  
Harris,Dave  
And when you look in smaller point groups, yes, the leader should be just another person at the table.

0:30:25.680 --> 0:30:25.890  
.,Lilith  
I.

0:30:19.120 --> 0:30:29.290  
Harris,Dave  
But ultimately, we've got to have somebody that's accountable for what happened and we can't push that accountability to everybody all the time.

0:30:31.0 --> 0:30:34.90  
.,Lilith  
Is that like a problem with the way we view this whole structure?

0:30:34.100 --> 0:30:40.960  
.,Lilith  
Because if it's about control and stuff, but also making sure that things are accountable, why not just hold everyone accountable?

0:30:44.0 --> 0:30:44.710  
Jones,Sandy  
I do want to be.

0:30:44.240 --> 0:30:45.990  
.,Lilith  
Because I mean, that's one of our core values you know.

0:30:47.240 --> 0:30:47.690  
Jones,Sandy  
I.

0:30:46.250 --> 0:30:49.410  
Harris,Dave  
Yeah, I I hear you laugh and I'm not sure about that one.

0:30:50.610 --> 0:30:52.660  
Jones,Sandy  
I do want to be your respectful of everybody's time.

0:30:52.670 --> 0:30:57.660  
Jones,Sandy  
We are just a minute over, but I do thank you all for the discussion today.

0:30:57.670 --> 0:31:0.340  
Jones,Sandy  
It's been lovely and I really appreciate it.

0:31:0.350 --> 0:31:8.880  
Jones,Sandy  
So we'll try to hit up another one of these next month and I hope you have a wonderful rest of the week, so I'll catch you later.

0:31:8.890 --> 0:31:9.750  
Jones,Sandy  
Thank you very much.