



Creating a Culture of Valued People



Valuing Past, Present And Future

Valuing People in Time

Our minds experience the world in three time zones: the past, present and future. It is necessary to value yourself and others in these three areas in order to feel completely valued.

Valuing the Past

We are shaped by our past. It is our foundation as people. People feel valued when our past is understood by ourselves and others. Many people don't know themselves, and many leaders don't know what makes up each individual's personality. We will study Personality Science in depth so that collectively we will lead ourselves and others to their best selves. Gallup says this improves employee engagement by 70%. Why? Because we feel our past is known and understood.

Valuing the Present

We are shaped by our present. It is our current experience as people. People feel valued when our present is understood by ourselves and others. Many people are out of touch with their present, and many leaders don't know how to connect with others in the present emotionally. We will study Emotional Science in depth so that collectively we engage with Google studies show that this is the primary factor that makes teams succeed, more than education, clear goals, and deep purpose. Why because when we feel understood and safe in the present we can be our most creative and energetic selves.

Valuing the Future

We are shaped by our future. It is the future vision of our selves. Forming a clear vision of the future helps us feel value is coming our way. Many people don't take the time to envision the future, and many leaders don't know how to help others create this vision of the future. We will study Values Science in depth so that collectively we engage with a value- filled future as individuals, as teams and as organizations.

Exercise for Group

What is special about people in your life who have known you for a really long time?

Who do you know that is really good at empathizing with others? How do they affect people?

Have you ever made a plan about how to do life instead of just what you were doing?

How would it affect you if everyone around you valued your past, present and future?

Summarize this lesson in your own words or sketch.

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Habit exercise for this week.

This is a thought habit.

Notice throughout the week when you feel if you are affected most by your past, present or future circumstances.

- TUE past present future
- WED past present future
- THU past present future
- FRI past present future