

The Surprising Gift of Doubt

*How Values Can Anchor You -
And Your Organization - In Any Storm*

Marc A. Pitman, CEO

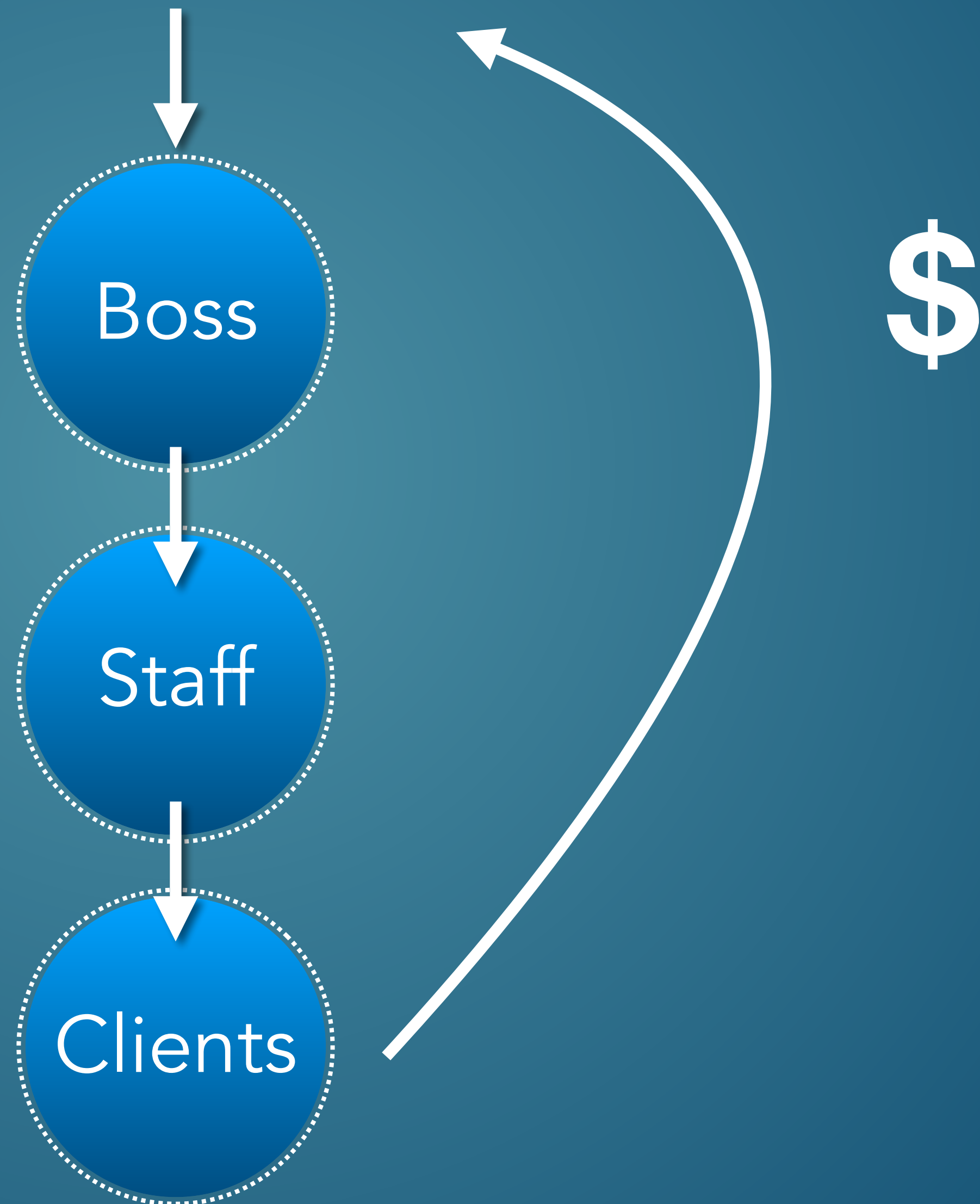
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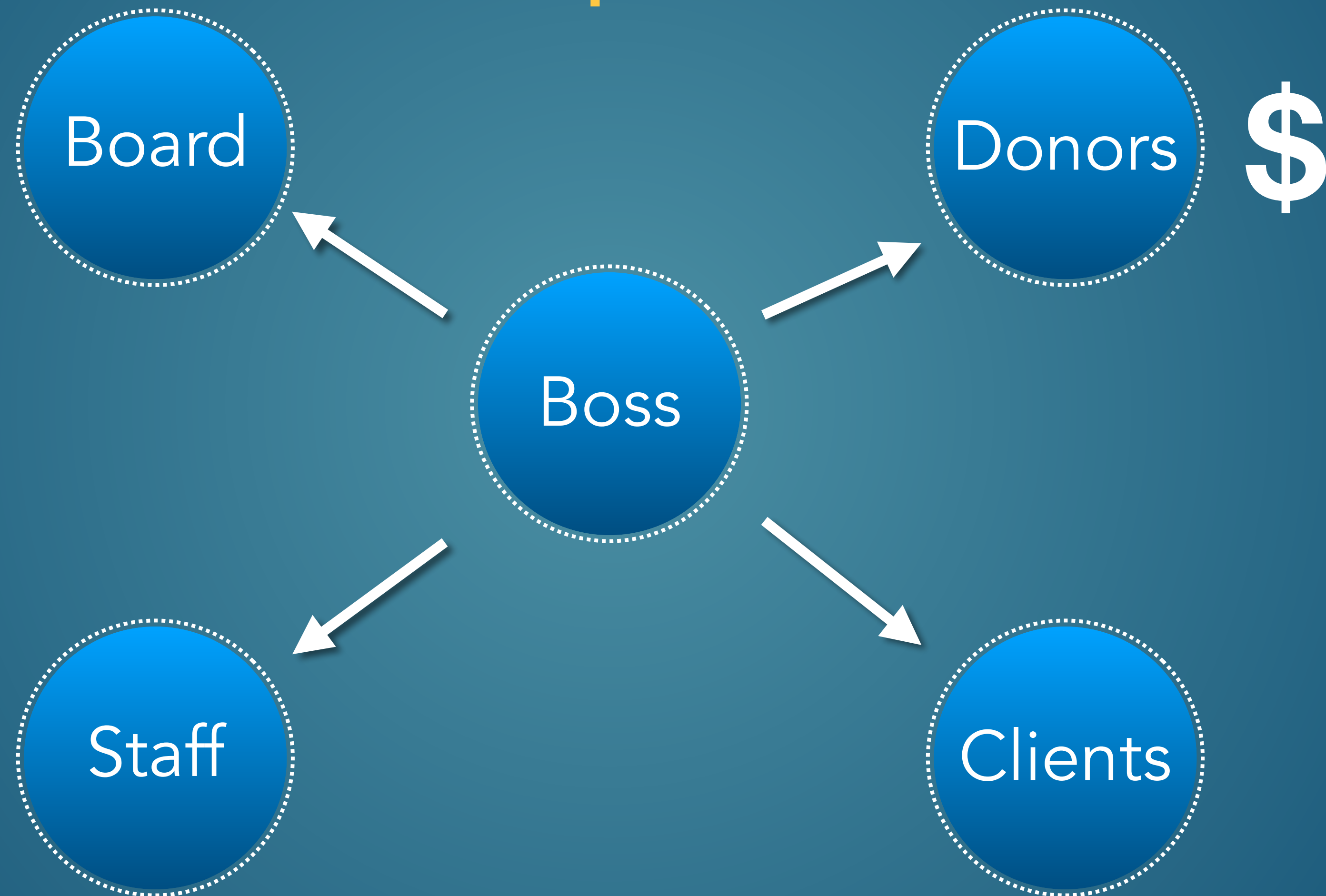
Running a Nonprofit is Hard

Business

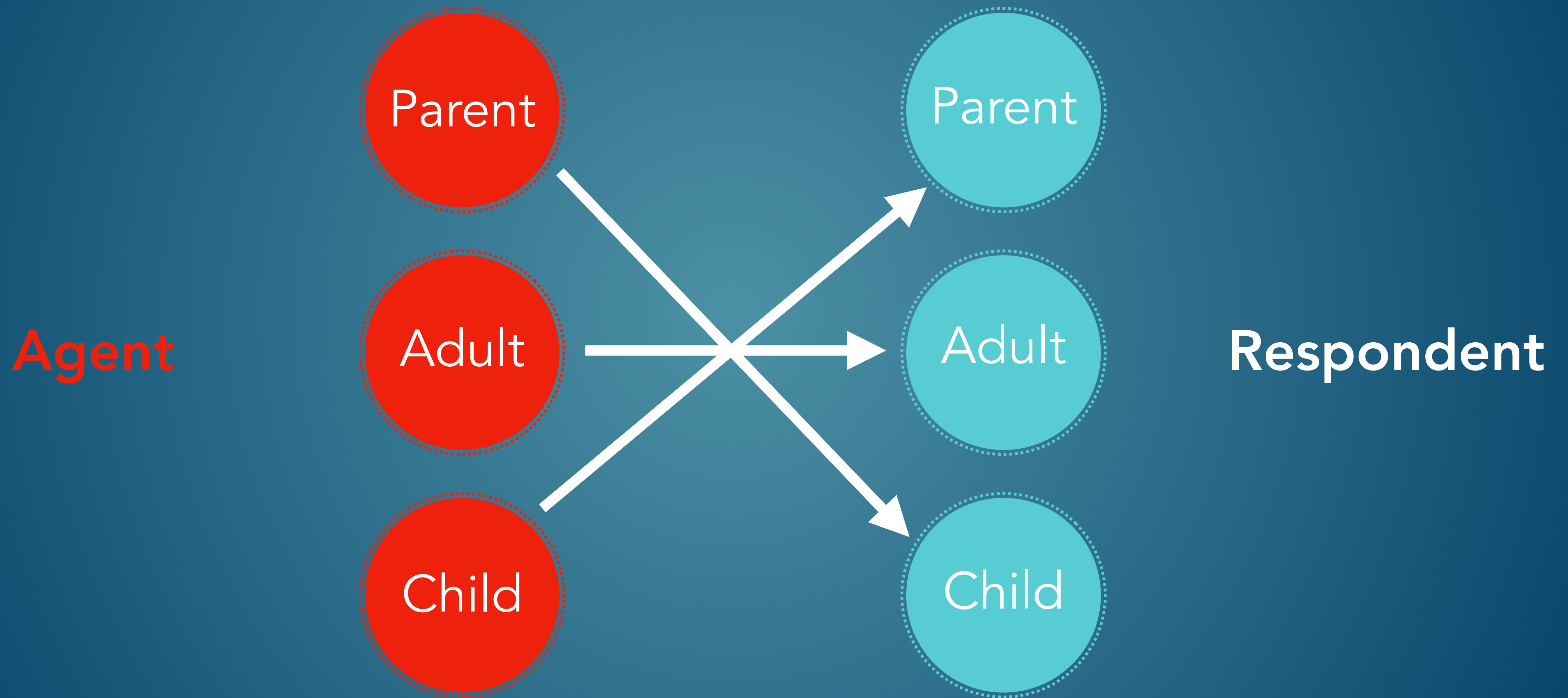


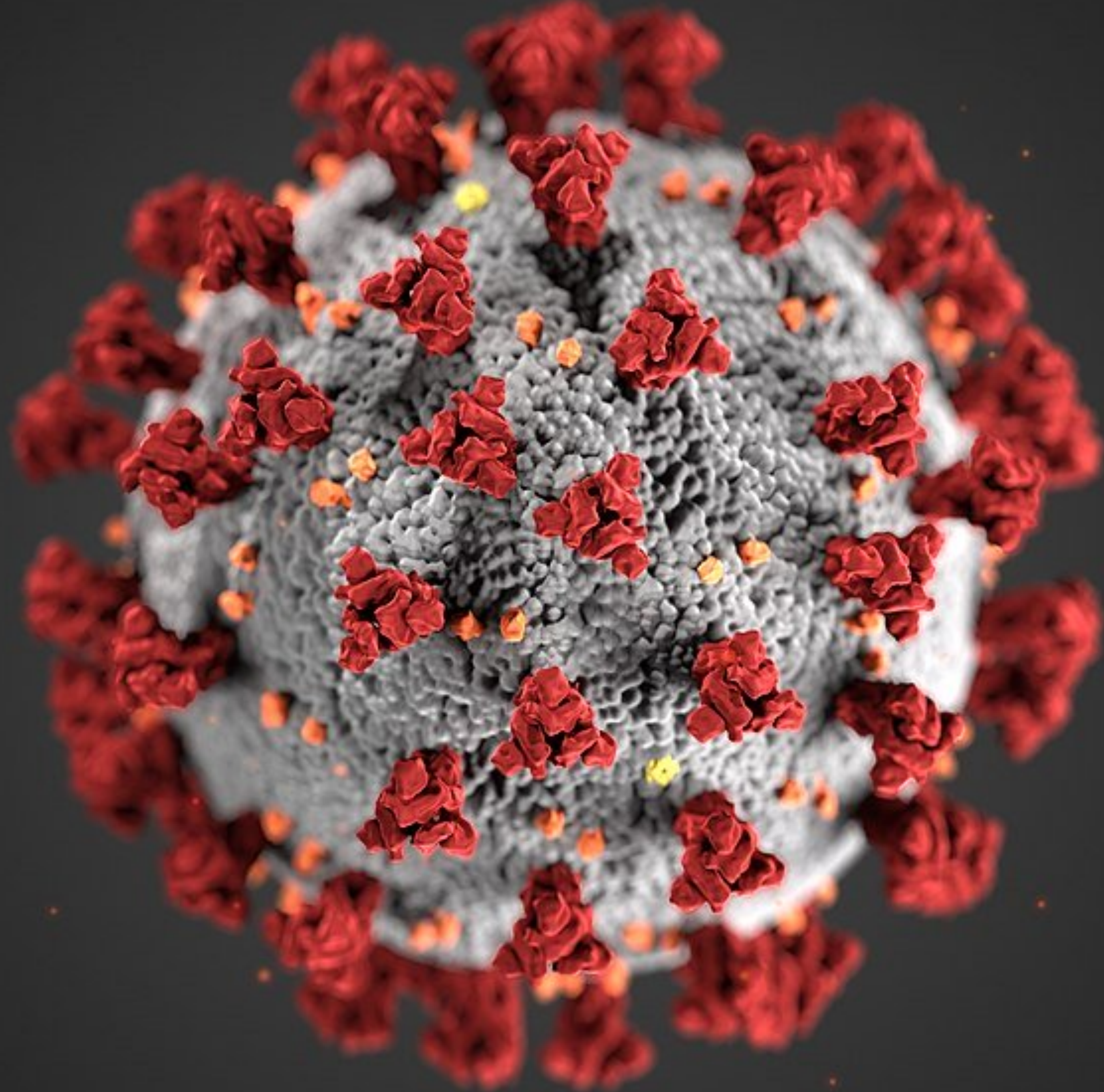
Running a Nonprofit is Hard

Nonprofit



Talking Adult to Adult





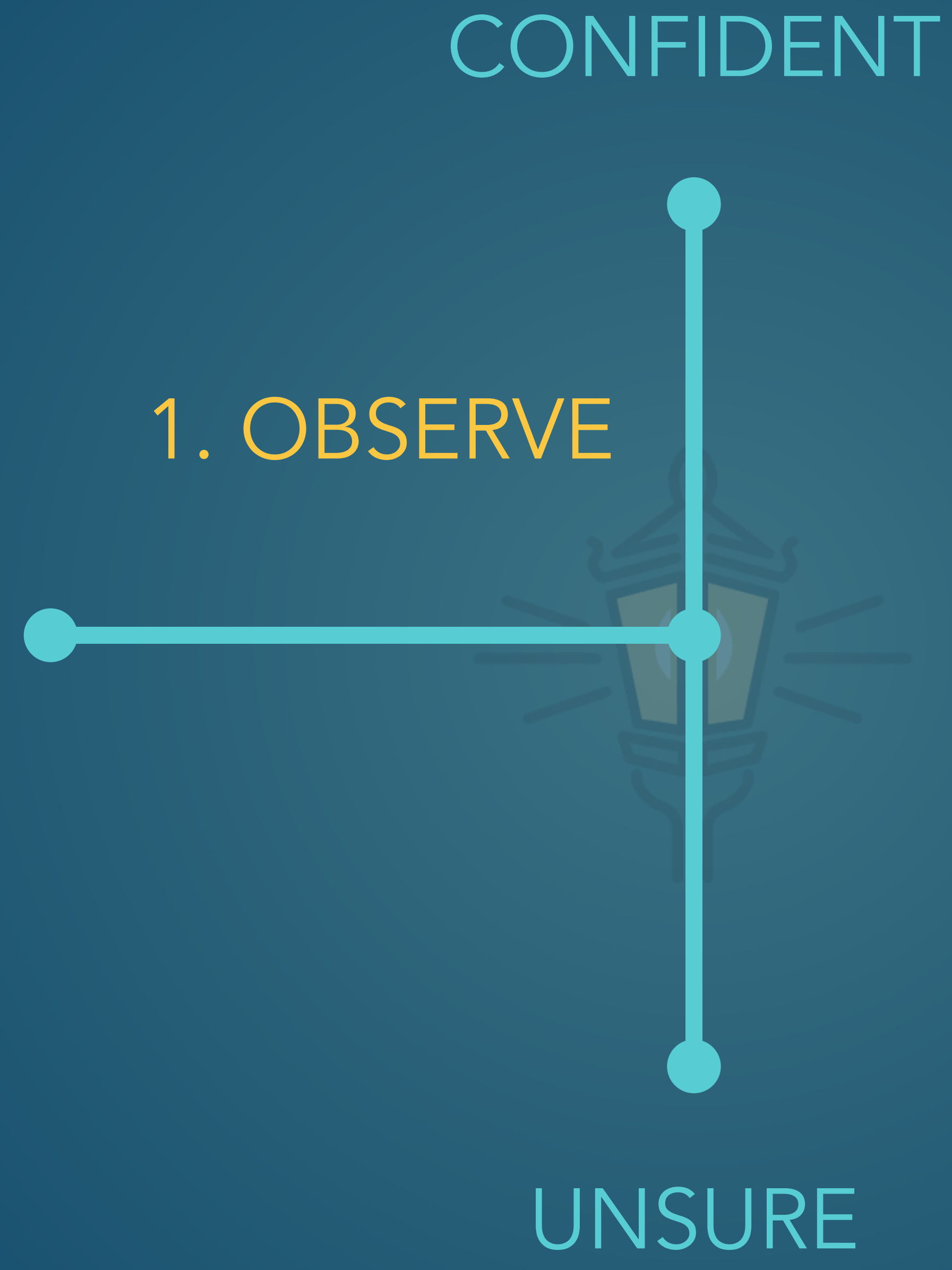
EXTERNAL

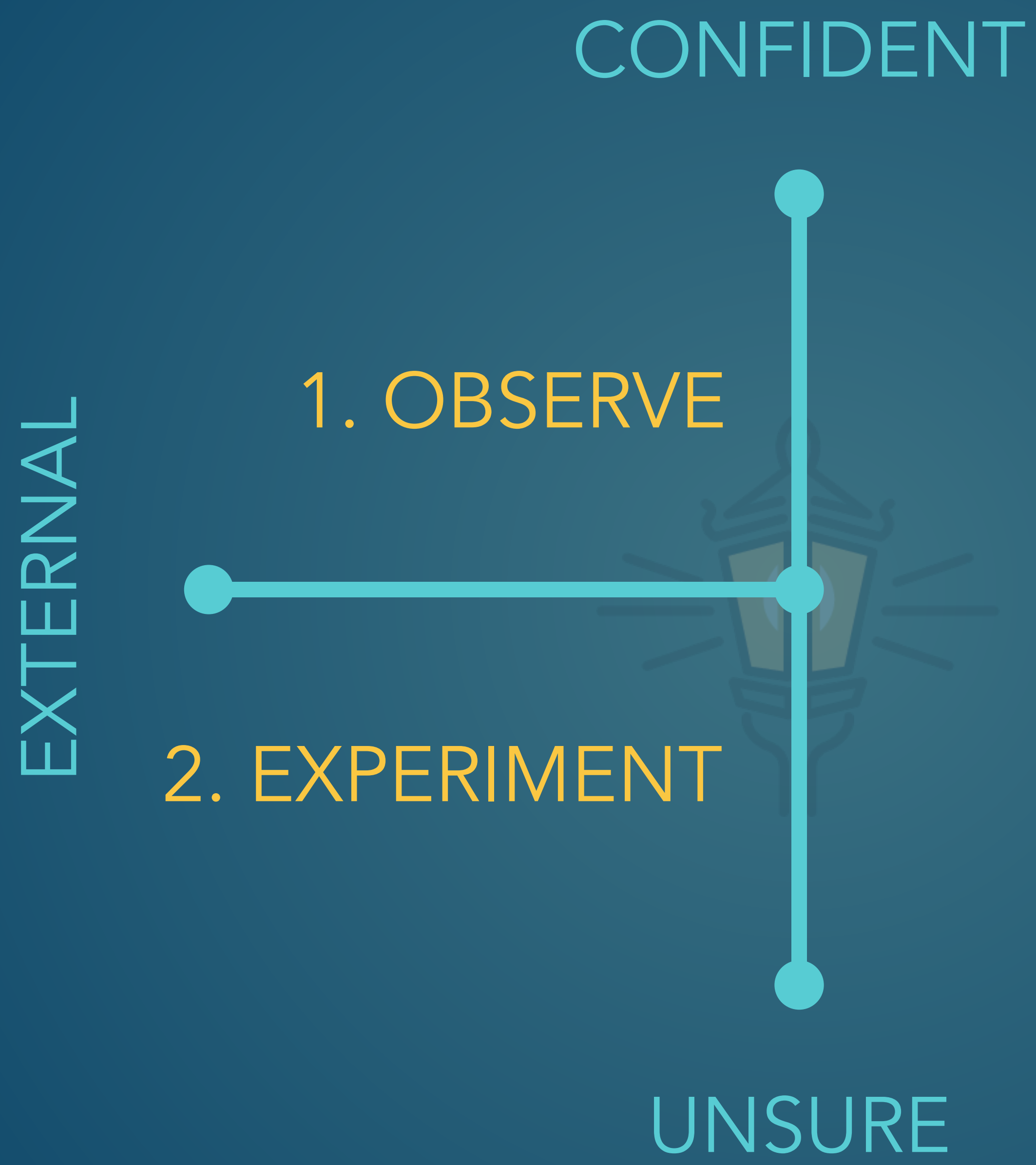
CONFIDENT

INTERNAL

UNSURE

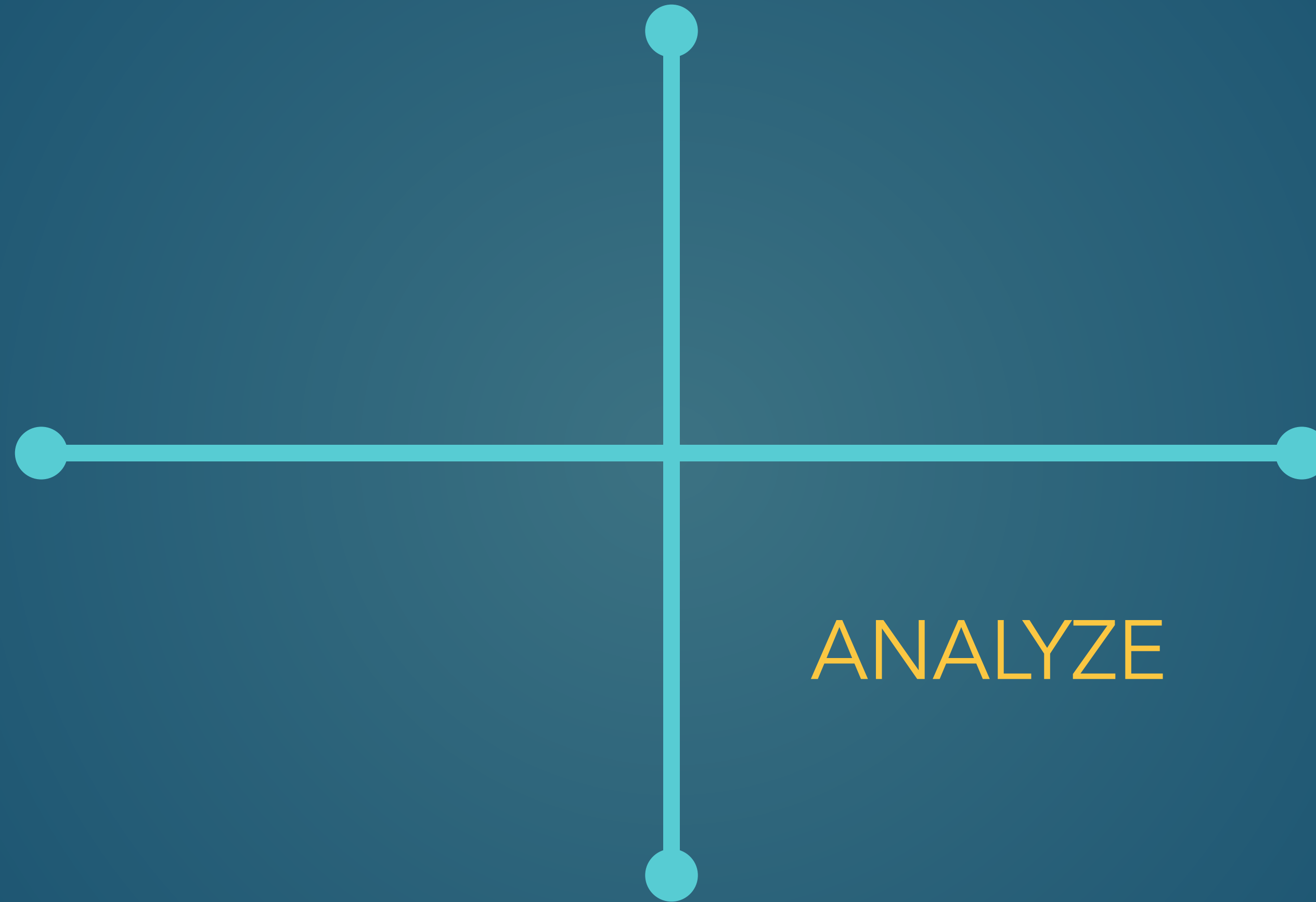
EXTERNAL











INTERNAL

ANALYZE

UNSURE

Quadrant 3 Leadership



Quadrant 3 Leadership

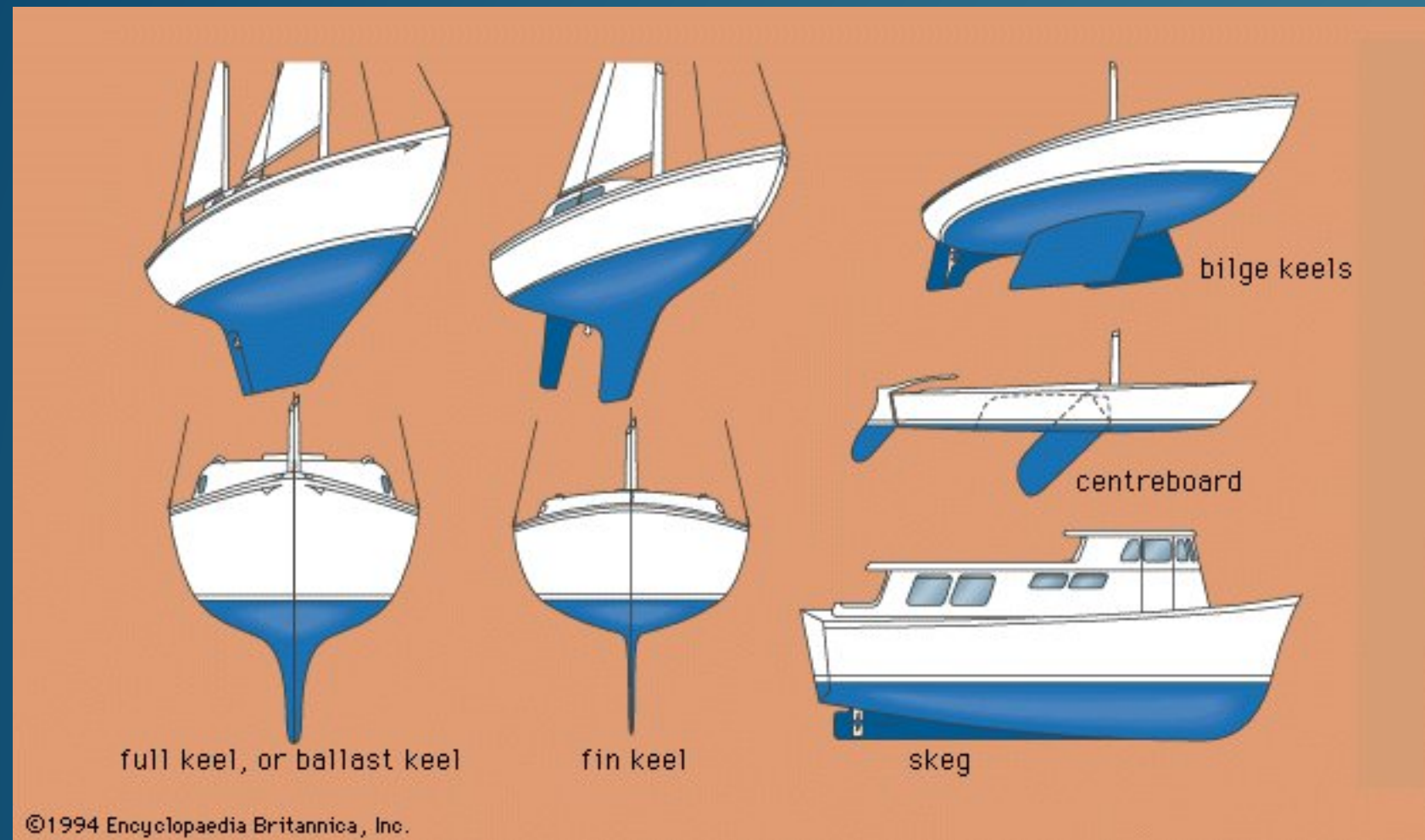


Quadrant 3 Leadership





Values



<https://www.britannica.com/technology/keel-ship-part>

- Like the keel of a ship
 1. Backbone of the ship
 2. Runs straight down the center
 3. The rest of the ship's structure attaches to it
 4. Different ships have different keels

Like the keel of a ship, the values we orient our life around are central but often unseen.

Build	Be Original	Acquire
Friendships	Spirituality	Respect
Security	Courage	Wisdom
Helping Others	Mature Love	Assist
Pleasure	Diligence	Model
Concern for Health	Accomplishment	Set Standards
Stability	Equality	To Feel Good
Influencing Others	Fun	Responsibility
Financial Rewards	Independence	Excitement
Moral Fulfillment	Freedom	Self-discipline
Edify	Research & Knowledge	Competence
Perceive	Initiative	Service
Status & Recognition	Flexibility	Affiliation
Experience Gloriousness	Integrity	Guide
Confronting Challenges	Attract	Inspire
Power & Authority	Embody Grace	Duty
Decision-Making	Change & Variety	Influence
Honesty	Justice	Persuade
Triumph	Be Honoring	Relate with God
Danger	Location, location	Sense
Stress & Pressure	Peace	Be Amused
Fidelity	Serve	Provide
Artistic	Risk Taking	Teamwork
Freedom from Prejudice	Privacy	Cooperation
Fulfillment	Improve	Tradition
Loyalty	Facilitate	Tranquility
Family	Invent	Truth
Assemble	Express Tenderness	Physical Challenges
Spark	Explain	Aesthetics
Compassion	Uplift	Solitude
Speculation	Support	Competition
Innovation	Synthesize	Mental Stimulation
Conformity	Leisure	Creative Expression
Foster	Prevail	Stand Out

You can always download another copy of this Values Inventory at

<http://concordleadershipgroup.com/values/>



VALUES INVENTORY

Directions:

1. Identify your personal values

Circle all the values you personally believe. Give yourself permission to go with the ones that resonate with you. That feel right. Then narrow the list down to 10. If you have a really long list, it might help to sort all the values into three categories:

- a. Most Important
- b. Somewhat Important
- c. Least Important

The top 10 will most likely come from the Most Important list.

2. Identify your leadership values

Repeat the process again – either printing out a clean copy or printing a new copy. This time identify the top 10 values you’d like to be most known for as a leader. Rank them from 1 (being most important) to 10 (being least important) in the space provided.

3. (Optional) Identify your current organization’s values

Whether you’re the top leader or not, identifying your current organization values can help see where you’re in alignment with your work – or out of alignment. Review the list, picking the values your organization seems to value. Then reflect on whether they line up with your personal and leadership values.

Personal Values

1. _____	6. _____
2. _____	7. _____
3. _____	8. _____
4. _____	9. _____
5. _____	10. _____

Organizational Values

1. _____	6. _____
2. _____	7. _____
3. _____	8. _____
4. _____	9. _____
5. _____	10. _____

Values Work

VALUES INVENTORY

Directions

1. Identify the 10 values you personally believe in the most. It can help to sort all the values into three categories:
 - a. Most Important
 - b. Somewhat Important
 - c. Least ImportantThen choose 10 from the Most Important list.
2. Revisit the entire list and identify the top 10 values you'd like to be most known for as a leader. Rank them from 1 (being most important) to 10 (being least important) in the space provided.
3. (Optional) Identify the top 10 values your current organization values. Do they line up with your personal and leadership values?

You may add values not listed on the next page to your list.

Personal Values

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

Organizational Values

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

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- Go through the inventory
- If you have time go through it for your current organization
- Pay attention to:
 1. Values that give you life; that spark joy
 2. Values that may be the root of stress, either because they're at odds with other values or because they have no outlet

Values Work

- Do any values ring true?
- Drop a note in the chat!

Build	Be Original	Acquire
Friendships	Spirituality	Respect
Security	Courage	Wisdom
Helping Others	Mature Love	Assist
Pleasure	Diligence	Model
Concern for Health	Accomplishment	Set Standards
Stability	Equality	To Feel Good
Influencing Others	Fun	Responsibility
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Moral Fulfillment	Freedom	Self-discipline
Edify	Research & Knowledge	Competence
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Confronting Challenges	Attract	Inspire
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Freedom from Prejudice	Privacy	Cooperation
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Loyalty	Facilitate	Tranquility
Family	Invent	Truth
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Compassion	Uplift	Solitude
Speculation	Support	Competition
Innovation	Synthesize	Mental Stimulation
Conformity	Leisure	Creative Expression
Foster	Prevail	Stand Out

Values Final Thoughts



- Values are like a compass.
- Not really “right” or “wrong”
- Core values do not change.
- Aspirational values are not core values. (Brant Menswar)
- They stay when chaos hits

Quadrant 3 Leadership



MagnetGoals



- List of 100
- History of the Future
- MagnetGoals

MagnetGoals

100 GOALS AND DREAMS WORKSHEET

Use these lines to list 100 things you'd like to accomplish this year. Have fun! Don't put restrictions on yourself yet. Just be sure to fill every line.

1. _____	24. _____
2. _____	25. _____
3. _____	26. _____
4. _____	27. _____
5. _____	28. _____
6. _____	29. _____
7. _____	30. _____
8. _____	31. _____
9. _____	32. _____
10. _____	33. _____
11. _____	34. _____
12. _____	35. _____
13. _____	36. _____
14. _____	37. _____
15. _____	38. _____
16. _____	39. _____
17. _____	40. _____
18. _____	41. _____
19. _____	42. _____
20. _____	43. _____
21. _____	44. _____
22. _____	45. _____
23. _____	46. _____

- **List of 100** Serious *and* "Silly"
Work - Money - Health - Learning
Travel - Relationships - Hobbies


MagnetGoals



- **List of 100** Serious *and* “Silly”
- **History of the Future** What if?
Now write the story. How would you feel?
How would others see you?

MagnetGoals

- **List of 100** Serious *and* “Silly”
- **History of the Future** What if?
- **MagnetGoals** Identify & Map
 1. Pay attention to both the “explainable” **and** the intuitive, the nudges. Make dots first. Then circle 4 or 5.
 2. Map those few out.

The MagnetGoals  Program Workbook

THE MAGNETGOAL ROADMAP WORKSHEET

MagnetGoal:		
What has to happen?	When?	Strategic alliances and resources
What obstacles might occur?	Who can help?	
Coach or Accountability Person:		

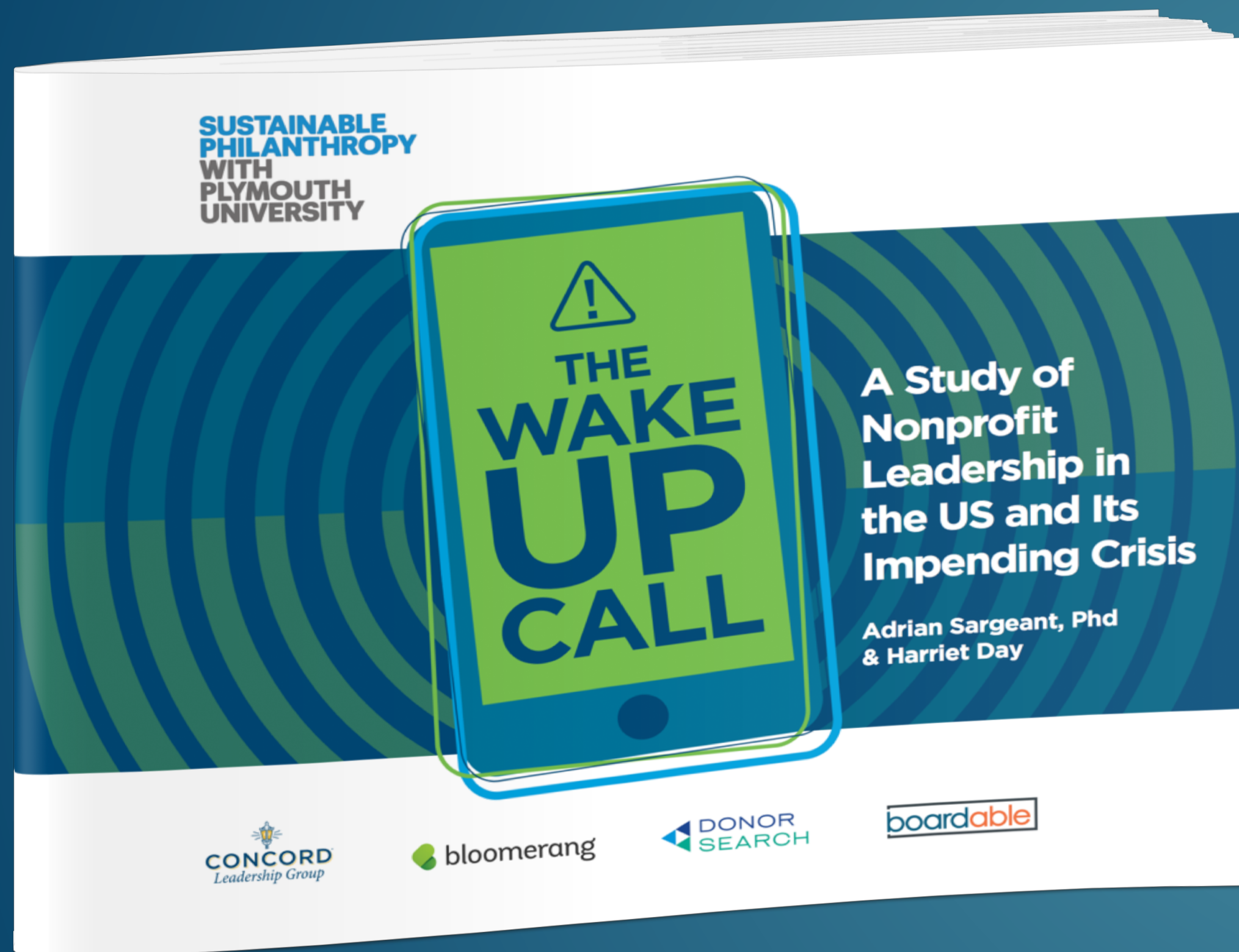
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The Wake Up Call



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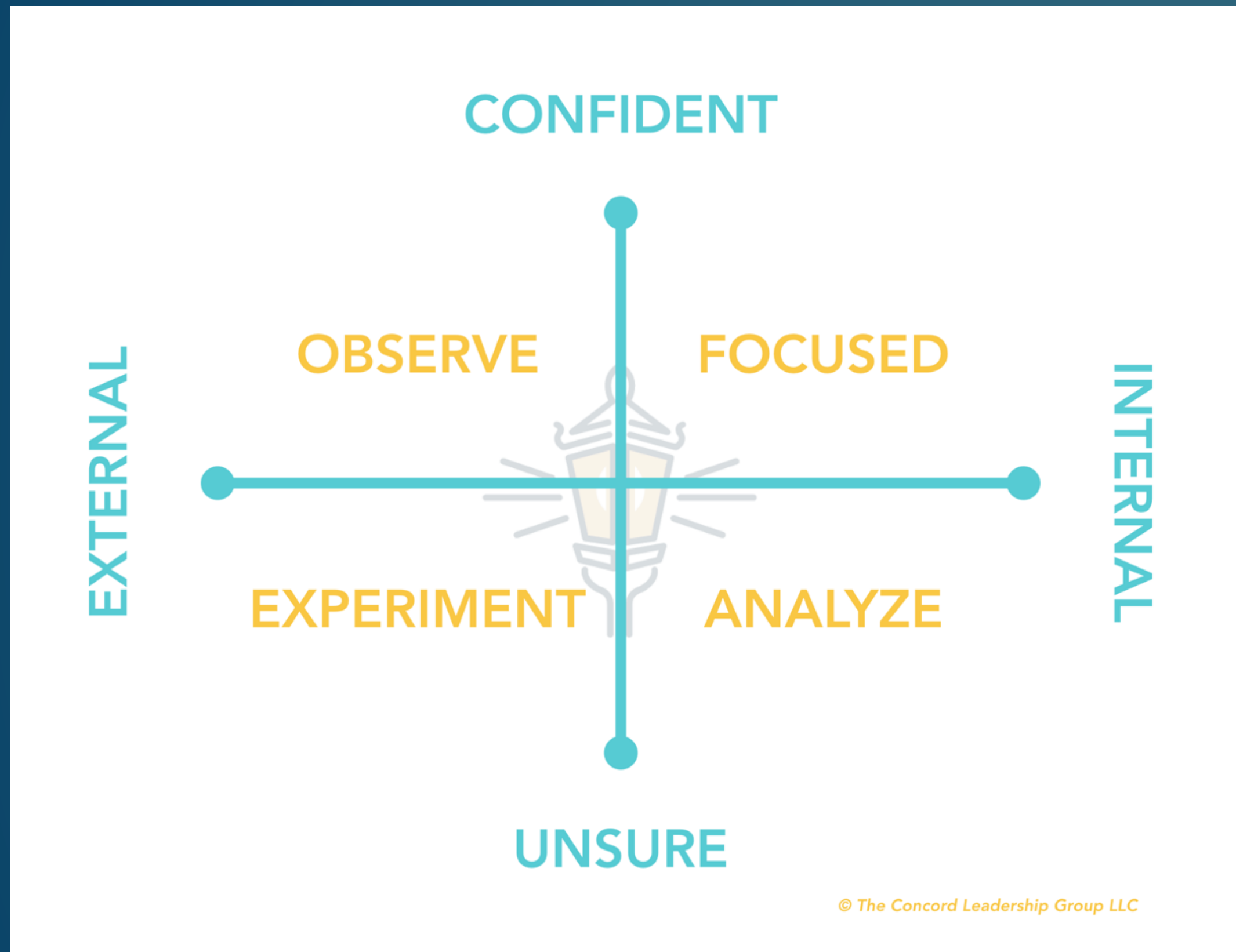
Organizations that:

- undertook higher quality strategic planning
- undertook higher quality succession planning
- were more completely meeting the development needs of their leaders

were significantly more likely to have a strong culture of philanthropy.

”

A Road Map AND A Compass





Get a free copy of the report at
<http://ConcordLeadershipGroup.com/report>

More training at The Nonprofit Academy
<http://TheNonprofitAcademy.com/>





March 23, 2021 but pre-orders & pre-order bonuses available now!
<https://ConcordLeadershipGroup.com/giftofdoubt/>