

A good question is never answered. It is not a bolt to be tightened into place but a seed to be planted and to bear more seed toward the hope of greening the landscape of idea.

~John Ciardi

He that will not apply new remedies must expect new evils; for time is the greatest innovator.

~Francis Bacon, "On Innovation," *Essays*, 1597

Faced with the choice between changing one's mind and proving that there is no need to do so, almost everyone gets busy on the proof.

~John Kenneth Galbraith

Learning is not compulsory; but neither is survival.

~W. Edwards Deming

Life is occupied in both perpetuating itself and in surpassing itself. If all it does in maintain itself, then living is only not dying.

~Simone de Beauvoir

The illiterates of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn and relearn.

~Alvin Toffler

The discovery of truth is prevented more effectively, not by the false appearance things present and which mislead into error, not directly by weakness of the reasoning powers, but by preconceived opinion, by prejudice.

~Arthur Schopenhauer, *Counsels and Maxims*

The core of belief is the ability to question it.

~Scott Bell

Underused phrases in the workplace:

I hadn't thought of it that way.

You make a very valid point.

That's something I hadn't considered.

It sounds like we read/heard/interpreted that differently.

I agree with you to a point . . .

It sounds like you are saying . . . am I hearing you right?

I'm seeing this from a different perspective

Glossary of Values

Think of someone whom you work with or work for and whom you respect very much. Which statements could they say confidently?

If you had the ability to instill three of these values in a child, which three would you pick to ensure they were successful in life?

Has anyone ever complimented you on possessing one or more of these values?

Which of these could you see yourself getting into an argument over?

What is left off this list? What value were you looking for that you couldn't find? Did you find yourself wanting to choose something and then changing your mind?

What themes do you notice?

<input type="checkbox"/>	Ambition. I strive to achieve more, to be a better person, and to attain a state higher than where I am now.
<input type="checkbox"/>	Community. I am deeply involved with a group that has a larger purpose.
<input type="checkbox"/>	Creativity. I innovative, I create new and better ways of doing things.
<input type="checkbox"/>	Enjoyment. I enjoy work, and I have fun doing it.
<input type="checkbox"/>	Expertness. I am a known and respected authority in what I do.
<input type="checkbox"/>	Family. I have time with my family.
<input type="checkbox"/>	Friendship. I work with people I respect and they respect me in return.
<input type="checkbox"/>	Frugality. I am prudent and conservative with my resources.
<input type="checkbox"/>	Health. I am physically and mentally fit.
<input type="checkbox"/>	Independence. I have freedom of thought and action in my work.
<input type="checkbox"/>	Integrity. I live and work in compliance with my personal standards.
<input type="checkbox"/>	Kindness. I have empathy for others and strive to maintain a benevolent attitude toward those whom I work with.
<input type="checkbox"/>	Leadership. I motivate and energize other people to preform to their best.
<input type="checkbox"/>	Location. I am able to live and work where I want to live and work.
<input type="checkbox"/>	Loyalty. I am committed to the goals of the group I belong to or lead.
<input type="checkbox"/>	Personal Accomplishment. I am involved in undertakings I believe are significant
<input type="checkbox"/>	Personal Development. I seek out challenging work that will help me grow.
<input type="checkbox"/>	Power. I have the respect and authority to approve proposed courses of action.
<input type="checkbox"/>	Prestige. Others see me as successful. I am well known. I have earned recognition and status in my chosen field.
<input type="checkbox"/>	Security. I have a steady income that fully meets my family's basic needs.
<input type="checkbox"/>	Service. I contribute to the well-being and satisfaction of others. I help people who need help and improve society.
<input type="checkbox"/>	Tolerance. I am interested with and concerned for ideas, practices and viewpoints that differ from my own.
<input type="checkbox"/>	Wealth. I earn a great deal of money (i.e., well beyond my family's basic needs). I am financially independent.
<input type="checkbox"/>	Wisdom. I have an understanding of my personal calling and life's real purpose.
<input type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	

Based on "Your Soul at Work" by Nicholas Weller, 2002

And "The Compound Effect" by Darren Hardy, 2010

Shifting your perspective:

Based on Linda M. David's perspective shifting and Leslee Whiteman's model for behavioral change

Describe the situation that is making you uncomfortable

Put that situation into a phrase describing what you believe

Look over your values inventory and try to determine what value is being questioned

Try to reframe your belief in light of what you know of your values

Develop a plan

Example:

Situation	Belief	Value	Reframe
I am being asked to do more and more in my job with fewer and fewer resources	I believe I'm being taken advantage of	Frugality	Am I being asked to do more because I'm seen as capable of handling more?

Situation	Belief	Value	Reframe