



APPROACH
SERVICES

VALÈRE

The tool to boost your value driving actions

Valère is a proven tool from the EXCErate Change Leadership program by Approach Services. It is designed to help leaders boost their value driving actions.

01

The English word value is derived from the Latin verb valēre. Valēre means to be strong, to be well and to be of worth. This tool allows you to playfully build a value-driver blueprint. According to Brene Brown Author of Daring Greatly, who we are matters immeasurably more than what we know or whom we want to be. Valère is a proven and powerful tool for leaders to work on the gap between aspirational values and practised values, thus leading change, improving motivation and reducing disengagement.



THE GOAL

The goal of the Valère toolkit is to give you absolute clarity on which actions to take and not to take to lead change strong, well and worthy.

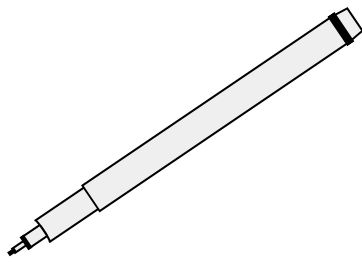
02



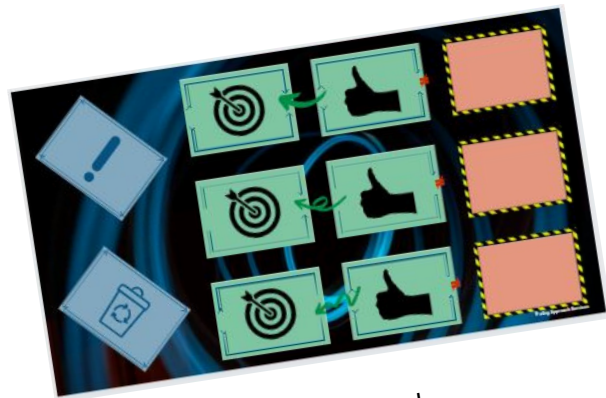
61 x Value cards



9 x Blank cards



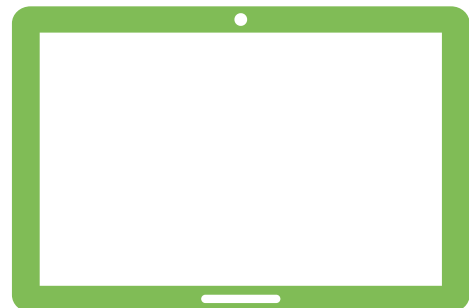
1 x Dry erase marker



1 x Board



2 x Goal cards

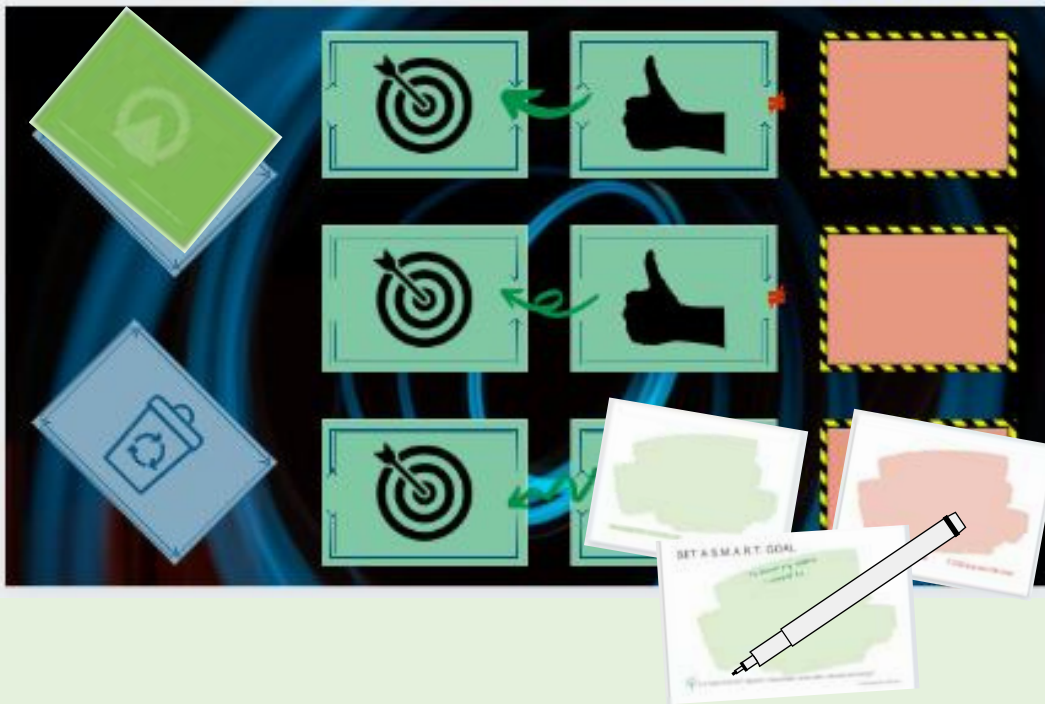


1 x Instruction

03

- 1** Select your 3 core values and place them on the bullseyes.
- 2** Put up to 7 important values onto the exclamation mark.
- 3** Place the rest of the value cards on top of the recycling bin.
- 4** Take a blank green card and write down a good behaviour that matches the first core value. Place it on the thumbs-up.
- 5** Take a blank red card and on this card write the opposite behaviour.
- 6** Repeat steps 4 and 5 for each core value
- 7** Check your actual behaviour (practised values) against your Valère blueprint (aspirational values) and commit to one S.M.A.R.T. goal. Don't aim for perfect, just be engaged and stay committed to aligning your values with actions.

04



To set up your toolkit, simply place the board in front of you.

Now place three blank green cards onto the bottom thumbs-up.

Place three blank red cards onto the bottom work zone.
Leave the remainder of the blank cards in the box.

Next, shuffle through your value cards and place the entire deck upside down onto the space with the exclamation mark.

Pick up one goal card and place it with the marker next to the board.

You are set to start Valère.

05

1. To start using the Valère toolkit set up the board as described on page 4.
2. Pick up the deck of value cards and sort them into 3 segments:
 - a. Select up to three values that are of utmost importance to you as your core values. Place them on the three bullseyes. These are your targets; your personal core values to strive for.
 - b. Select up to seven important values and place them on the exclamation mark. These are additional guidelines only.
 - c. The remainder of the value cards will now be placed face-down on top of the recycling bin.
3. Pick up the first blank green card from the stack. In your own words write down a positive behaviour that represents your first core value. For example, if I picked "Challenge" as my core value, I would write "I tackle one difficult task every week." Now, place the card on the thumbs-up next to your first core value. This is your value driver zone that casts a positive leadership shadow on others.
4. Take a blank red card and on this card write the opposite behaviour. For example, if "Challenge" is my core value, I would write "I delegate difficult tasks to others." Place the card onto the work zone in line with your first value.
5. To complete your Valère blueprint complete a blank green and a blank red card for each core value. On one page you will now have absolute clarity on how value-driven behaviour works for you. This is your plan to boost your Valère.
6. It's crunch time! Pay close attention to the space between where you are actually standing and where you want to be. Compare your actual behaviours with your blueprint. Which behaviours from the thumbs-up zone or work zones do you do?
7. Lastly, complete a goal card. Thoroughly set a S.M.A.R.T. goal to shift one behaviour out of your work zone into the value driver zone. For example: If I tend to evade difficult tasks I would write "To boost my Valère, I commit to start working alongside others on one difficult task every week for the next month."
8. As you improve your Valère one goal after the other we ask you to work through the important values too. You might also use the Valère toolkit as a team-building activity defining your team values.

06

Behaviour - Practised values. The way in which you act or conduct yourself, especially towards others. The toolkit provides 9 blank cards with a green and a red side indicating positive and negative behaviours.

Blueprint - The blueprint refers to the completed board which outlines a clear plan of how value-driven behaviour works for you. If you follow the blueprint you boost your Valère.

Bullseye - The bullseye is the centre of a shooting target. It symbolises the target that we are aiming for with this toolkit. On the board, it is the space for the core values.

Core value - A value of central importance to you.

Exclamation mark - The exclamation mark is a symbol of punctuation. On the board, it is the space for values that are significant but not of the utmost importance.

Goal - The desired outcome of your ambition to improve your value-driving behaviour. The toolkit provides two double-sided cards for you to commit to corrective actions.

Recycling bin - The recycling bin marks a container in which we can place the unused value cards to be used at a later date.

S.M.A.R.T. - The acronym stands for Specific, Measurable, Achievable, Relevant and Timely. These criteria should be met when setting goals with this toolkit.

Thumbs-up - Aspirational values. The hand with the thumbs-up is used to point out behaviour that is according to your value; Our value driver zone. This is the behaviour that makes us strong and good value-driven leaders.

Valère - Name of this toolkit. The Latin word for to be strong, be well and to be worth.

Value - Derived from the Latin word Valère. Defines a standard or principle of what we believe is the correct behaviour. It is your inner compass. The toolkit provides 61 common values as cards.

Work zone - The work zone is highlighted by the yellow and black caution tape. The work zone warns you about behaviours that are not according to your values. We select behaviours from the work zone that we want to improve.

WHAT PEOPLE SAY ABOUT VALÈRE

“ Valère is such a powerful tool. I used it in the EXCELerate value driven leadership session. It made me realise that I had structured my business around values that were in total contradiction to my own and my personality. Since I've worked on alignment, things are flowing much better and feel I am a stronger leader.

LAURA - AGED CARE HR MANAGER

“ We used Valère as a team activity to define what good looks like for us. It was an eye-opening activity that led to very valuable discussions. As a result we bonded as a team and really started to appreciate each other's differences.

KAREN - SCIENCE COMMUNICATION LEAD

“ Who would have thought that using a simple toolkit like Valère can change the way you enjoy your work? My Valère blueprint made me appreciate some of the things I do at work. I just say to myself I am working in line with my values which means I am a strong and good leader.

JULIAN - CUSTOMER SERVICE TEAM LEADER