



## Values-Based Leadership

### Core Value Alignment

When personal values and organizational values diverge, it's a recipe for employee dissatisfaction. From the employer's standpoint, such individuals might be perceived, rightly or wrongly, as unproductive. When this misalignment permeates the entire organization, it signals a dysfunctional culture. It's not uncommon to encounter companies or government organizations where a few dysfunctional teams stand out amidst an otherwise exceptional organization. Conversely, there are extraordinary teams that operate in perfect harmony, serving as beacons of success amid organizational dysfunction.



We only need to look to our evening news and our run-up to this presidential election to see this played out with some extreme examples of what it looks like when individual values are not aligned with the party's values (both Republican and Democratic). This disparity between individual and party values mirrors the broader disconnect within our nation.

How do your personal values integrate with those of your organization? The closer the alignment, the higher the likelihood of job satisfaction and mission success.

Consider a scenario where an organization's core value is "excellence," yet the prevailing culture embraces mediocrity, shortcuts, and prioritizes time over performance. If your personal values prioritize tenacity and excellence, meticulousness may brand you as slow or stubborn, even though you're committed to delivering quality work. Conversely, if you're pressured to expedite tasks, you may appear productive and a team player but feel frustrated and anxious by the lack of time for proper execution. Alternatively, if you value the attention you give to the details, you seek collaboration with your co-workers and take pride in your work, you'll thrive in an environment that fosters excellence, innovation and teamwork, leading to heightened job satisfaction and greater mission success.

Only when the collective individual core values are aligned with the organization's stated core values will you have a culture driving towards greater success. There is a passage in the Bible, 2 Corinthians 6:14; Apostle Paul writes, "Do not be unequally yoked with unbelievers. For what partnership has righteousness with lawlessness? Or what fellowship has light with darkness?" In other words, disparate values lead to discord, akin to trying to plow with an ox and a donkey yoked together. Without shared values productivity suffers.

How aligned are your values with your organization's core values? [Download an exercise here to see.](#) Use the same exercise to facilitate a values conversation with your team. Need some guidance? Email me personally, no cost or obligation, that's how important this is, and I'll walk you through it. Or let us know what you think on Facebook, LinkedIn or X.

Extraordinary Leaders have extraordinary character; with an extraordinary character they are not afraid.

Be Extraordinary!

*Anthony Tormey*



Anthony Tormey, CEO  
[Leader Development Institute \(LDi\)](#)

Would you like to talk about how Leader Development Institute can help you and your organization?

**LET'S TALK!**

Reach out to us at 1-888-VISIT-LDi (1-888-474-8534), or drop us an email at [Solutions@LDiworld.com](mailto:Solutions@LDiworld.com). [Click here](#) to view or download our informational one-pager to read more about LDi. **Let's embark on this journey of growth together!**

Successful people live by a set of closely followed rules and values, have you read LDi's Rules for Success? These rules will help you hone in on the best success practices that benefit you in all areas of your life, personal and professional. You can find LDi's Rules for Success [HERE](#).