Transcription - Dr Maria Nemeth Part 2

Welcome back, I'm Kim Baillie, he's Jamie Wadley and this is Inside Exec. We are continuing our conversation with Dr. Maria Nemeth, this week we're looking at how we incorporate those values that we admire and presumably find ourselves, into the core values of an organisation.

It's a lot to take in and as you were talking, I was thinking, I've got this question, I've got this question. I guess the overriding theme for all the things that were popping into my head is about the conditioning that we get when we start our careers, about you must follow this path and these are the things that will notify the world that you are successful. But also it's about that personal rating of success and giving ourselves permission to be successful. So I guess that for me it comes down to the permission thing, how do I give myself permission to say I'm going to work with more ease, I'm going to acknowledge that I am successful internally. It's the individual permission that I would be more comfortable with so that then I can show that to the world.

And you said you had a question?

I think the bottom line, the question is, how do we do that change between looking for the external validation that means I'm successful to giving myself permission to say I am successful because of this.

That's a good question. One of the things I noticed in myself and the people I work with, you know, people in general think much less of you than you, you know, they don't think of you that often. It's to build up an image of success. The question becomes, okay, I have more visibility. Great. It may help me with my business. But do people wake up in the morning and say, I wonder what Kim is doing today? Let me think about her. People are so busy with their own lives that they might consider us to be successful and then they go on. So success is something that comes and goes and comes and goes in terms of people's experience of you. And really to echo what you're saying, the most important thing is to recognize that what you're up to is building a business life, a personal life, possibly a spiritual life, a community life, that you can be proud of.

It makes sense straight away. The weight that it carries for me to see myself as a success is worth so much more than a fleeting thought by somebody who knows me. (Exactly.) We are all so focused on a "like" or crazy things in our lives that seem to carry so much weight with us now, that don't mean a whole lot.

You know what? Absolutely right, sir.

I like what Kim said before, but I must admit it was very simple for me because I know I've got to focus more, find clarity, it makes good sense actually. I like everything you've said, it gives me pause for thought with even what I do today after we've finished speaking. You're a wise woman.

Well, thank you. I would hope so. Thank you for that acknowledgement. Very kind of

you. And I would hope there's wisdom after doing what I've been doing for as long as I've been doing it.

One of the exercises that we did to prepare ourselves for talking with you tonight was to look at the Ted talk.
Out of that, we did the exercise where we asked one another to name someone that we admired and what the qualities were. What was interesting out of the exercise apart from the discussion was that we have worked with one another for probably over 30 years on and off, and I thought that I knew who he would choose. My choice was second on his list. I had no idea about the first one. I didn't think that he that would be the first one that he chose. And I think in turn that he had no idea who I would choose. So it was an interesting exercise in that sense that you can work with someone, alongside someone, for big projects, small projects and think that you know that person. And it's just not the case. It's not seeing the qualities that they might have in themselves. We've talked about this with other guests, about looking at the team that they're leading and allowing people to put their hand up and to say they would like to try something, or they've got skills in some area that we didn't know about. It was about giving permission, a safe space to be able to make that offer and also acknowledging that if they've made the offer and we've said yes, that we have to let them show that they've got those skills. Just something for the listeners to go if you'd like to run that exercise. And I think it's actually good to run it with someone you think you know, that you work with or associate with and just see what the results are.

I'm really interested you say that because on the second take of hearing you speak about that exercise of who do I respect, who do I admire, and then you put it in the context of when I'm in a situation, who comes to mind in that situation. What can I take from my admiration or my respect for that person that is something that's within me and use that to help someone else along the way? And I think it's profound actually. Yeah, I missed the whole in the moment thing in the first part. I just thought, oh, who do I respect? But on the second pass, I realized that given a situation that would be a different person every time.

It could be the most useful part of this is to see that when you lay down some of the qualities or attributes that you admire, you know, if you wanted to take this exercise a little further, list maybe five or six people that you admire and then go through each person and mark exactly what you admire about them. Are they truthful, loyal, trustworthy, courageous, compassionate? All of these traits that you admire, make a list. This is the bottom line, that is the most difficult thing for people to see. But I'm giving a spoiler alert to everyone who's listening because I suggest you do this with or without the spoiler alert. And the point down is you. It's who you are. Because if I admire someone who's compassionate, I must know, I must have a receptor site for it in my heart. You know, if I love the color blue, I know it is blue. I love it. The same with compassion or any of the traits or attributes that you say about someone else. It's really you. And when you see this, you see that these are my standards of integrity. It could be compassionate, trustworthy, loyal, courageous, etc. And at the bottom of that list, you put, I know they are mine because I see them and others. And you have a reveal of who you really are.

Now some people want to say, no, no, no, it's not me, Dr Maria, that's just who I admire. I said, listen, you couldn't admire it in someone else unless you knew what it was. You know, remember that old saying we don't like in other people, what we don't like in ourselves. Remember that one. What if the opposite is also true? You love in other people, what's true about you. Which I suggest that people really give themselves permission to do. Because see, here's the good and the bad news of this when you discover your standards of integrity. The good news is that this is who you are. The bad news is when you don't operate in this way, you will suffer. And so whenever you notice yourself suffering, you know, you could be, I don't know, frustrated or whatever. Look at, did I just do something that went against one or more of my standards of integrity? And if the answer is yes, what do I do to handle the situation? And then the minute you take action, you'll feel great again. Is that clear?

It is indeed. What I would like to do is extend that thinking to organizations. We, across all of the time that we've been broadcasting continually, the top topic is core values in organizations. Looking at this in terms of individuals, can organizations use that same exercise, look at their core values and reviewing their core values and think about what it is that they really want to communicate and how they communicate it?

Absolutely. Yes, there is a group standards of integrity exercise that I've done frequently with groups and which they come up with this is the kind of group that I want to be in. Everyone, there's a kind of a polling process that we go through and they come up with maybe eight or ten values, you know, we are inclusive in the way we talk, whatever decision we make in this group, it doesn't go outside of this group. There's so many different ways of languaging. This is a group that I want to be part of. And I think if you do it, if you can do it, the two of you, more power to you.

It's a great simplifier for recruitment. Do you have a lot of these values? (Yes, indeed)

Is this exercise worthwhile for me to do right at the start of a career, what their values are, what is going to make them work with these and then look for organizations that match that?

It may be, but you see when one gets in touch with one's standards of integrity, they see that it's universal.
That it almost doesn't matter what the values are of another business. Of course, we don't want to associate ourselves with businesses that are sneaky or sabotaging or mean, but really by and large, what's important is that you bring who you are to that business and endeavor to make a difference using your values. For example, I've had people make a list of standards of integrity after I put them through an exercise. I just actually did this about an hour ago with someone and you have this list. These are my standards of integrity. I am. I know they are mine because I see them in others. Then before a meeting before a conversation, you look at your standards and you say, how would a person who is all these things interact with this other person or this group. The person who is generous, kind, clear, focused, interact with Jamie or with Kim. Because then you are bringing something that is

empowering into the conversation. Does that make sense?

It does.

Once again, a lot for us to think about. So we'll take a break here. Join us for part three of our conversation next week. For now, I'm Kim Baillie, he's Jamie Wadley, we're talking with Dr. Marie Nameth and this is Inside Exec.