



The Journey You Own

THE JOURNEY YOU OWN: A DEEPER DIVE

VALUES ALIGNMENT

with Jyothi V. Robertson, DVM, DABVP (Shelter Medicine)



Maddie's
Fund

SEPT

6

10am PT
12PM CT
1PM ET

Creating Space

Reframed space as a possibility, a commitment, and a contemplation. Intention, lingering items, pausing

OCT

4

10am PT
12PM CT
1PM ET

Contemplative Practices

What are practices you do in your life? Sharing tools for staying engaged with your practice. Looking at research related to specific forms of practice. Transformative engagement.

NOV

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Values Alignment

How do we think about values and how do they show up in our actions? What do we do to align our values with our personal mission or goals?

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Productivity

What does healthy productivity look like? How can you form habits that produce the space for productivity?

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Communication in Action

What are specific ways to utilize language to create possibility? How does our listening impact our view? What are some ways to think about learning that can lead to wholeness.

Today, let's explore

VALUES ALIGNMENT





But first...
A story...



Independence

Diligence

Perseverance





Independence

Diligence

Perseverance



To be continued...



How do values show up in our lives?

Collaboration
Support



Patience
Persistence



Creativity
Exploration



Compassion
Community



Responsibility
Excellence



Love
Family



**Viewing Life
Through your
Value Lenses**







Back to my story...

Independence

Diligence

Perseverance



Family

Independence

Diligence

Perseverance



Community

Connection

Collaboration

Family

**What
value do I
place on
my
values?**

Independence

Diligence

Perseverance

Health

Courage

Integrity

Empathy

Cooperation

 **REFLECTION**

Take a moment to reflect on your values. Jot down those values that resonate with you. Can you rank-order them?



Integrity

Health

Empathy

Courage

Cooperation



Creating space
for reflection

Systems to
support the value

Practices where we
think about how the
value shows up for us

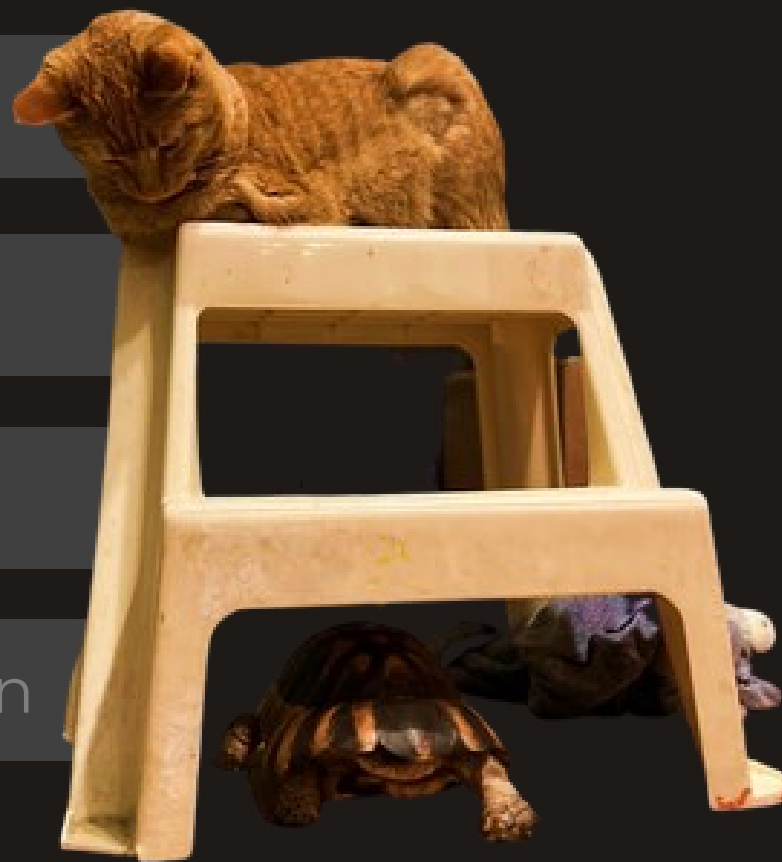
Integrity

Health

Empathy

Courage

Cooperation



Practices where
we think about
how the **value**
shows up for us









Reference:
de Saint-Exupery, A. (2018). *The Little Prince* (I. Testot-Ferry, Trans.). Wordsworth Editions.

And my story continues...

Independence

Family

Diligence

Perseverance

Teamwork

Honesty

Compassion

Innovation

Aligning Personal and Organizational Values

Independence

Teamwork

Honesty

Family

Compassion

Diligence

Innovation

Perseverance



Linking Work Values Profiles to Basic Psychological Need Satisfaction and Frustration

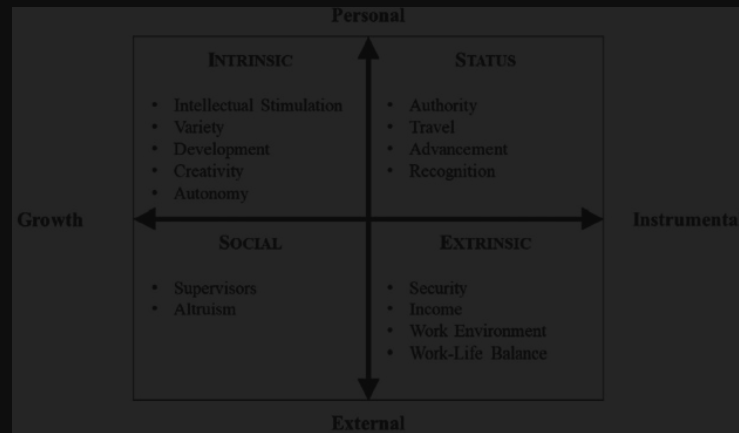
The association between work values and key motivational variables has been repeatedly supported in previous studies. However, little attention has been devoted to understanding intraindividual patterns of work values and how combinations of work values relate to other motivational variables. This study aimed to identify profiles of work values (i.e., intrinsic, social, and status) and how these profiles relate to basic psychological need satisfaction and frustration. A sample of French Canadian adults (N = 476) participated in this study by filling out an online questionnaire that assessed their work values and basic psychological need satisfaction and frustration. Results showed that participants in more positive profiles (i.e., high level of intrinsic, social, and status work values) generally reported higher level of need satisfaction and lower level of need frustration at work than participants belonging to more negative profiles (i.e., low level of intrinsic, social, and status work values). These results support the importance of considering work values in organizational and career development interventions, and to do so using a person-centered approach, to better understand need satisfaction and frustration at work.

Busque-Carrier M, Ratelle CF, Le Corff Y. Linking Work Values Profiles to Basic Psychological Need Satisfaction and Frustration. *Psychol Rep*. 2022 Dec;125(6):3183-3208. doi: 10.1177/00332941211040439. Epub 2021 Aug 14. PMID: 34396810; PMCID: PMC9578103.

“Work values are defined as motivational beliefs specific to the career context that serve as criteria or orientations for assessing jobs and work environments (Ros et al., 1999; Super, 1980).

Work values are associated to several vocational covariates like work satisfaction (Knoop, 1994; Moniarou-Papaconstantinou & Triantafyllou, 2015), career choice (Balsano et al., 2013; Judge & Kelloway, 2006), and work engagement (Vansteenkiste et al., 2007), basic psychological needs at work (Vansteenkiste et al., 2007), job satisfaction (Judge & Kelloway, 2006), work engagement (Sortheix et al., 2013), and life satisfaction (Judge & Kelloway, 2006; Vansteenkiste et al., 2007).

There are many studies examining the impact of work values on individual well-being and work satisfaction.



Contemplating Our Value Systems

- What do I value, and how does it match the organization's values?
- How does my job allow me to live out my personal values?
- How do I feel when my tasks match my values, and how can I prioritize them?
- Are there company projects that align with my values, and how can I get involved?
- How do my interactions with colleagues connect to my values, and how can I improve these relationships for a harmonious workplace?
- How can I better communicate my values at work and encourage conversations about alignment?
- How can I integrate my values with the organization's values to boost my sense of purpose and satisfaction in my role?



What Approach Do You Take To Navigating Opposing Views?

(Suggestions from AI and Internet)

Acknowledge Differences

Recognize the disparities between personal and organizational values without judgment.

Find Common Ground

Identify shared objectives or goals both parties can agree on, focusing on mutual interests.

Open Dialogue

Foster honest conversations, allowing each side to express concerns and perspectives openly and respectfully.

Seek Compromise

Look for middle-ground solutions where personal values align with organizational values, ensuring both are honored to some extent.

Flexible Adaptation

Be willing to adjust personal approaches where necessary without compromising core values, finding innovative ways to meet organizational goals.

Continuous Communication

Maintain ongoing dialogue to address evolving situations and ensure alignment between personal values and organizational objectives over time.



Intention

Create aspirations for direction

Motivation

Investigate what moves you



Values

are fundamental beliefs and principles that deeply influence the formation of our daily life's ...

Intention

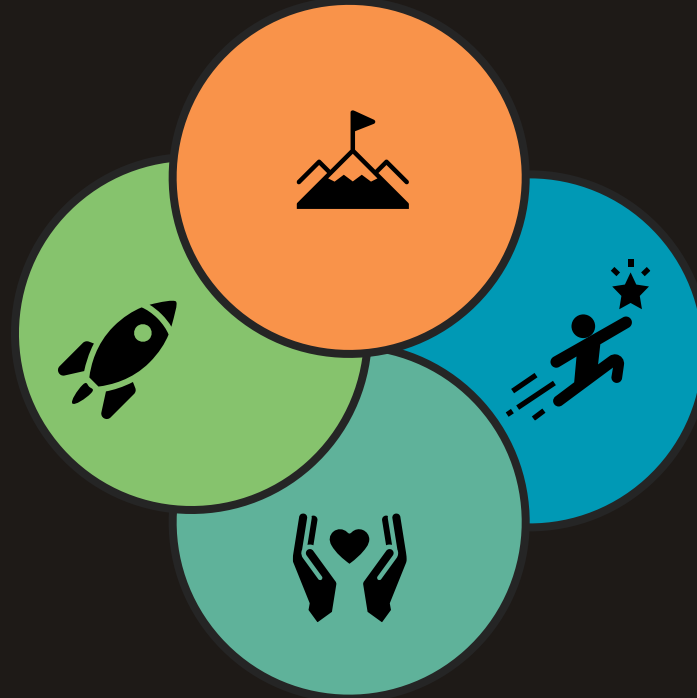
which supports the conscious decisions that fuel our commitment and determination to achieve our goals, driving our ...

Motivation

which points to our underlying why ...



MISSION



MOTIVATION

INTENTION

CORE VALUES

ORGANIZATIONAL

MISSION

Statements

To bringing the best user experience to customers through innovative hardware, software, and services.

Apple

Connect the world's professionals to make them more productive and successful.

LinkedIn

To accelerate the world's transition to sustainable energy.

Tesla

Inspiring hope and promoting health through integrated clinical practice, education and research.

Mayo Clinic

Committed to helping pets live longer, happier and healthier lives through proper nutrition and care.

Purina

Revolutionize the status and well-being of companion animals.

Maddie's Fund

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PERSONAL

MISSION

Statements

Not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style.

Maya Angelou

I want to serve the people. And I want every girl, every child to be educated.

Malala Yousafzai

To make people happy.

Walt Disney



References:

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Back to my story...



Nov 2005

- Empathy and Connection
- Authenticity - Spiritual Alignment to Who I Am
- Family
- Compassion / Love for all living creatures
- Dependable/Reliability/Competence
- Brilliance (mind, body, spirit, soul)
- Serenity
- Optimism
- Growth, Life, Rejuvenation

Nov 2011

- Freedom
- Family
- Empathy
- Consensus
- Competence/Dependable/Reliability/
- Brilliance (mind, body, spirit, soul)
- Optimism
- Authenticity

Nov 2023

- ???

To bring awareness to the interconnected nature or spirit that resides in all living creatures in order to guide people to end suffering, for both humans and animals alike.

Jyothi V. Robertson



To bring awareness to the interconnected nature or spirit that resides in all living creatures in order to guide people to end suffering, for both humans and animals alike.

Jyothi V. Robertson

Mission Statements

To bring awareness to the interconnected nature / spirit that resides in all living creatures in order to guide people to end suffering, for both humans and animals alike.

What guides you?

What is your “why”?

WHY?

WHY?

WHY?

WHY?

WHY?



NOTES TO PONDER

One way to view a **personal mission** is as the reason or purpose behind what we do framed as a statement.

Having a clear sense of purpose can shape our outlook on life and help guide our decision-making.

To do X, in order to Y — I want to “share stories/teach/coach” in order to “make people happy, inspire children, etc.”



Bringing It Back To Alignment

Alignment means thinking about your life holistically, so that the actions you take and the work you do align with who you are.

- Am I living in a way that reflects who I am?
- How do my actions contribute to my larger life goals?
- Do I feel a sense of purpose and fulfillment in what I do?



What do we do to align our **values** with our **personal mission**?

Set goals that reflect what you value most in life.

In defining your personal mission statement, consider what you want to achieve in life and what impact you want to make.

Assess your current activities, both personal and professional.

When faced with decisions, big or small, consider how each option aligns with your values and mission.

Cultivate daily habits that reflect your values.

Seek alignment in your relationships with people around you.

Embrace change while staying true to your values and mission.

Contemplative practices can help you stay connected to your values, ensuring you remain mindful of your mission in daily life.



Contemplative practices

help us remove the frame



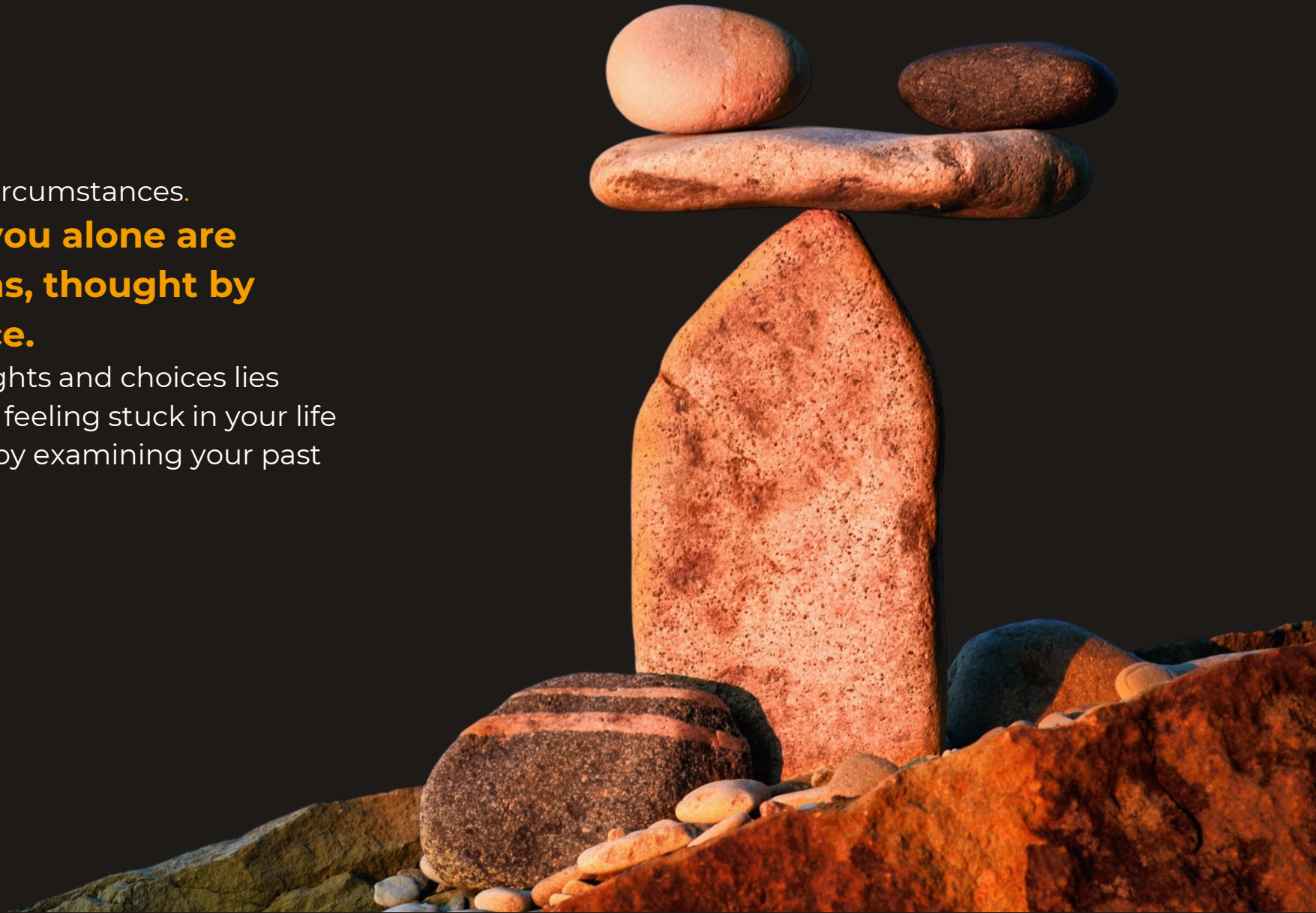


It is you who have created your circumstances.

With every experience, you alone are painting your own canvas, thought by thought, choice by choice.

And beneath each of those thoughts and choices lies your deepest intention. If you are feeling stuck in your life and want to move forward, start by examining your past motivations.

Oprah Winfrey





Review of Next Steps on Your Journey

- Take a moment to reflect on your values. Consider what it looks like to live with this value.
- Reflect on how we can seek alignment between personal values and organizational values.
- Reflect on aligning our values with our personal mission so that the actions you take align with who you are.



Engage with Us

Follow Dr. Jyothi Robertson on Insight Timer

<https://insig.ht/azNIhnHQLwb>

Join the Journey You Own Monthly Meditation Gathering

www.jyo.world/meditation-gathering

The screenshot shows the profile of Dr. Jyothi Robertson, DVM, on the Insight Timer platform. The profile includes a bio stating she is an internationally recognized veterinarian and a meditation practitioner for over 40 years. It also lists her language as English and her start date on the platform as January 2023. Below the bio, there are several meditation tracks with their respective durations and titles, such as 'Shamatha Meditation Or Peaceful-Abiding Practice' (4.8 hours) and 'Sound Awareness Meditation for Open...' (3 hours).

The screenshot displays the 'Online Meditation Gatherings' page, which features three main categories of gatherings: BIPOC Meditation Gathering, Monthly Meditation Gathering, and Morning Meditation Practice. Each category provides details on the gathering's purpose, structure, and schedule. For example, the BIPOC gathering is a 1-hour session held every first Saturday of the month. The Morning Meditation Practice is a 30-minute session held every 2nd Tuesday of the month. Each category includes a 'REGISTER TODAY' button.

Coming up next month...

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Noticing space

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The Journey You Own

Thank you!

Jyothi Robertson, DVM DABVP (Shelter Medicine)

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