

My inspiration – 1st episode – Identify your values

Romaine Johnstone/Sandra Fillaudeau I'm Romaine Johnston and I'm Sandra Fillaudeau,

Romaine Johnstone and we'll be your hosts on this podcast series,

Voice-over Orange presents My Inspiration.

Sandra Fillaudeau Here's what you can expect from each of the seven episodes we'll be airing.

Romaine Johnstone Each month you'll discover an honest conversation on key aspects of what it means to better own your career and your self-development.

Sandra Fillaudeau Some real life examples taken from Romaine coaching experience and our own lives, as well as tools to help you better understand yourself, others and your relationships.

Romaine Johnstone and we'll always wrap up with a practical exercise for you to start implementing these concepts in your own life.

Sandra Fillaudeau Our ambition is for you to feel energized and empowered after listening to these episodes. So enjoy and share with anyone you think may benefit from the episodes.

Romaine Johnstone Thank you for listening.

Sandra Fillaudeau What are my values? Hi, Romaine,

Romaine Johnstone Hi, Sandra. So this is our very first episode and I thought it'd be nice to start by introducing ourselves so our listeners can get to know us. And you know who they're listening to.

Romaine Johnstone Ok. So let's start Sandra. I'm delighted to be here with you. Firstly and a few words about myself would be helpful. Yes, I'm sure. So I'm a certified and leadership and relationship coach. That's very important for me. I work with individuals and teams. I help them better understand their relationships and how they can grow as leaders, leaders of their careers and of their lives more globally. So beyond the professional environment. I became a coach and set up my own business, which was a huge step for me after 25 years in marketing and communication and each year in vocational training. I've lived and worked in Brussels, London, Toulouse and I always forget to talk about things. So it's my friends down there and I am now based in Paris. I am profoundly bi cultural half petition, half French, which may explain in part my commitment to the topic of diversity. Its complexity. And more importantly, its potential and how it drives relationships. Because that is really for me at the heart of relationships, both personally and professionally. Of course, because we don't leave our professional

life at the door when we arrive at the office. So I'm really happy to be partnering with you, Sandra on this podcasts for Orange and very, very happy to be supporting Orange's is to promote diversity and gender balance in the workplace. You and I actually both met through the Professional Women's Network, which is engaged in the empowerment of women in the workplace, which recently opened its doors to men. So this is for me a kind of serendipity.

Sandra Fillaudeau I agree. Thanks for the introduction. I mean, I share your bi cultural sort of background as I grew up in the States, but I'm French, Sandra Filleaudau. I'm the founder and host of a podcast called "Les équilibristes". So literally the Tightrope Walkers in French, which deals with the important question of what it means to want it all a fulfilling career, a family, and all the other things that make life fun and interesting. So my guests and I explore the questions this raises. The choices they've had to make, but most importantly, the solutions they've found. And that's why I think this podcast series is a really good really resonates with what I do. Les équilibristes. I'm also the mother of two very young children and a marketing director. So I wear a lot of hats and I love them all. So I'm also delighted to be doing this. How you do it? Well I do it. So Romaine we'll kick off with a very important theme, which is what are my values? And we had a lot of discussions about why we wanted to start the series with this theme in particular. So why is it important to identify your values in the first place?

Romaine Johnstone Because values I think, at the heart of how we live our lives, they're part of our roots, they drive our emotions and beyond our emotions, they drive our behavior and they impact, of course, our relationship with ourselves because it starts with self and with others. And when our values are not respected, well, we're simply off balance. It's as simple as that. And when they are respected, were balanced. Were you happier? I think we're happier people.

Sandra Fillaudeau We'll get back to that, I'm sure. But I think the idea of where the values come from is something I'd like to explore with you, because that's really the basis of it also. Where do they come from? How are they built?

Romaine Johnstone Yeah. How they built them. I mean, they come first and foremost from our from our upbringing, from a family, of course, from our education and those who've been part of our education. So are teachers or nannies or friends too. Siblings, older brothers and sisters from our own sisters, too, because things are passed down to us from generation to generation, from our culture, of course, and from from our religion, I mean, from so many different things. But they become gradually over time, they come part of our making.

Sandra Fillaudeau Could you give us examples of values? I think I know mine. Would you be willing to share yours or maybe the values of custom of people that you've helped along the way in your coaching practice?

Romaine Johnstone I mean, thanks for that question. It's important to say, I think that there are almost as many values as there are people. And of course, it's a slight

exaggeration, but my values are not necessarily the same as your or the same as those of our listeners. And I think that's really important to be able to hear that and understand that and accept parts of ourselves which are quite different to our neighbours. You know, to illustrate, I think one of my referring to might my coaching experience and one of my clients cited beauty as one of her values. And I must admit, I was really surprised and I thought, you know, how can beauty be one of your values and effort? Well, that's so much judgement in that, you know, who am I? I mean, I'm a coach.

Romaine Johnstone/Sandra Fillaudeau You know, there I am judging away. And so and so I think Kimbrel place an unconscious bias, you know. But it's important to say she's an artist. She's a wonderful artist. She makes she has a you know, produces amazing work.

Romaine Johnstone So perfect sense doesn't make sense. I had the same biases when you said beauty, did you? Yeah, I did. I pictured someone like the words vein popped up in my head, which is ridiculous. So I thought that was really interesting. And so to answer your question, just to give you three, two or three of mine, I think the first is really interesting, because when I was preparing this and I was thinking about this, the first that came to my mind is diversity goes back to what I was saying at the beginning. Diversity is really at the heart of what? Of my own identity and what drives me. So diversity is hugely important. And the part the potential of diversity in this goes way beyond gender. My husband's half-built and half-Italian. I've got a daughter who who's been studying and speaks Arabic. Another one who speaks Spanish and German. We've lived in several places. I've got friends of all nationalities. And so I think that's really important. And the second one is... I don't know connection and recognition. It's not about love, but it's actually relationships. Relationships and caring. Yeah. Caring for relationship. And the third one, which is maybe more important actually, because it really gruff my stomach when I say it is there is loyalty and loyalty in relationships and loyalty in all aspects of life, even in, you know, with my clients and my prospects. And I think it goes back to night of honesty and transparency. But loyalty, if you are if you are totally honest with yourself and honest with others, you can remain loyal or be clear about any loyalty that's changed anyway. So loyalty. And it didn't come to me immediately, but I realize how important it is for me. Yeah. So I'm definitely quite miserable if those values are not respected. And it brings out the worst in me.

Sandra Fillaudeau That's a really good point. And it goes back to something that you mentioned earlier on is about being off balance and on balance. Yeah. Hang on. Whether they're respected or not. What should we look out for as warning signs that we're living a life that does not respect our values? What does that look like in the workplace, for example?

Romaine Johnstone Yeah. What does that look like? Is that there's a very good question. I think it's it starts with self-awareness and it's it starts with emotional intelligence. And that's a kind of buzzword, but it is fundamental.

Romaine Johnstone So I would really suggest looking out for those times when we feel off balance. You know, you're in a professional situation or personal situation and you

and you don't feel quite comfortable about a conversation, a relationship. The way some do is look to cure something you've received by email. Sometimes you feel, you know, downright miserable, as I said. So. So look out. There's a conversation. There are meetings that project that relationship, which, you know; it may have upset you dynamic or something. Yeah. Yeah. In your stomach like discomfort. So moving when I'm saying there and consider, you know, what are the patterns and what happened? Write things down and see what you can recognize in terms of in terms of patterns, in terms of what's been said, in terms of what happened, in terms of why you were upset. What was the emotion? Think of the emotion that it triggered. Where's that emotion coming from? And how did you react and how did the others react? Because as I said earlier, emotions trigger behavior. That's a real important point. And when I'm talking about emotions, I'm talking about the basic emotions, like joy, of course, but fear, anger and sadness, sadness, sadness. So for me, those are the four basic ones and liberal talk of stress as being an emotion. But I'm not sure it is, quite frankly. I think it's coming from from a situation, from from an emotion. So I'll give you an example. If I walk alone into meeting room and no one acknowledges my arrival with a hello or sign of a head, then I'm instantly irritated. And it is down to connection. It is done to respect. It is done or search my education. You know, I've been told that you sell it. So that's how important kind of connection an acknowledgement is to me.

Sandra Fillaudeau I am sure that as a coach, you've helped people move from feeling stuck to feeling more aligned with their values and sort of creating a life that aligns with their values. Is there a particular example that you'd like to share? Maybe.

Romaine Johnstone Yeah, I can think of the couple. They were both partners, both personally and professionally. So it's a massive challenge. And yet self, right? I don't know how they do it, but our work together revealed that one of their most important values was in fact different. For one of them, it was a peace of mind that came with money. So professional success, basically, and for the other, the peace of mind came with feeding the intellect. So you immediately have this this vision of opposites, don't you? Which is? And they. The very fact that they became aware of this helped improve the connection and communication. And I work with them on these topics. And this topic came kept coming back in again and again. But it was self-awareness that was growing and awareness of what was going on in their relationship. And it helped them to align on how to manage this difference. This difference wasn't gonna go away. It's part of their making how they could align with it. So it is so much about awareness and what we do with that awareness, with that new knowledge.

Sandra Fillaudeau So that's a very good subject into the next topic I'd like us to dive into, which is I know that you and I are both very committed to putting words into action, not just staying on the on the intellectual side. So I'd love for you to share a coaching exercise that would help our listeners identify their values. And I know you have a really great one that you shared with me.

Romaine Johnstone Yeah Okay. Let's go for it. I'll try and keep it simple and clear if anybody wants to take notes. Go for it. You can listen again to the podcast. So we're going to do the we're going to go through the steps of what I call the values wheel.

There's a career will. It's all the same concept. But it's a very interesting. So the first step is to draw up a long list of what you see as your values and take your time and make it as extensive as you wish. Aim for 20. Okay. And when you've really thought out of the box and done that exercise, you can then bring it down, down to 15 and then you will reduce your list of values by prioritizing to eight. So you in fact, select eight most important values from your extensive list when you were really allowing yourself to just think about it at length. Now you draw a large circle like a wheel, if you like, like a cheese. We said like a wheel, a cartwheel and you on a large piece of paper and give yourself space a case. You could do it on a, you know, a sheet of paper. It's even better. Don't confine yourself to a small piece of paper and a small wheel. Divide your cycle up into eight, which is like a pie, if you like, like a camembert. The Francophone listening, you now have a wheel, a cartwheel with eight spokes. Okay. Now position your eight values in your circle. One per wedge. Does that make sense? Does following one per wish that you have the eight of them configured on your circle? Now you're going to assess to what extent each of these important values is respected in your life. At the very center of your wheel is zero and the edge of your wheel round the circumference is 100 percent. Okay, do this first for your professional life and maybe separately for your personal life. If you feel that there is a great difference, but there probably won't be that much. So for each wedge. In other words, for each value individually. Assess to what extent each value is respected in your professional life. In my case, for instance, if my values connection, I would personally say 80 percent. Okay, so my line will be fairly near to the outer edge. It's at the heart of what I've chosen to do day in, day out, and I'm very lucky. So I draw a line around 80 percent from the center of the wheel and you do that for all your eight values. Okay. Now look at you. We'll step back from it, the draw If you like the outline, according to where you've placed your lines, is your wheel. Is it nice and round? How's it going too ? How's it going to go down the street? Is it going to be bumpy? It's going to be a bumpy ride. It is going to be smooth right. So consider which value you could decide to respect a little more. And so don't necessarily go for the one which is the lowest, because that's not necessarily the one that you really want to work on. But consider the one that you want to change. There's an important value for you which you want to bump up when consider what you can do about it.

Sandra Fillaudeau So the rounder and the bigger the wheel, the better

Romaine Johnstone for you to be. Yeah, happy in balance. But we all go through phases and it can change from one month to the next where you know our values are less respected because we're working on a project where it's not quite as comfortable as it was in a previous project. So be prepared to do this exercise again and again month after month. But to go back to what's so important for us and that's a little action plan. Once you've decided what values you want to think about and pick those three values, for example, and decide for each of them, why are they not respected? What's going on? Why do you need more? Why do you need more of that value in your life and what you can do you yourself to change things? Because again, it's down to self-awareness and awareness of what's going on in others. But it's also down to taking responsibility for our lives. And for me, it's a real message that I want to give everybody. It is all about starting and deciding to do things for yourself.

Sandra Fillaudeau Yes. And so lying on things, changing by themselves or circumstances change.

Romaine Johnstone That's right. And not depending on, you know, on your colleagues, on your friends, on you're on your peers, on the organization, on society at large and on the world at large. It starts with self because that's what we can control, really. It's owning. It's only owning it. It's owning it. And so, you know, owning our careers and owning our lives. Really.

Sandra Fillaudeau Thanks so much Romaine. I think that's a really helpful exercise and I'm looking forward to doing it myself after we finish this so. In our next episode, we'll be talking about. Networking.

Romaine Johnstone/Sandra Fillaudeau I mean, networking, that's a topic that many people fear, right? And I'm sure some of you are picturing yourself standing in the middle of a crowded cocktail party at work, holding a glass of wine, trying to find a way to talk to the leader whose team you would really like to join. Having no idea how to go about it, feeling really uncomfortable than going to the toilet and then going to the left and then out. Been there, done that.

Sandra Fillaudeau So don't be afraid, because Romaine has a really interesting and fun take on networking. And we'll be sharing that next time. So thanks for listening. And now if you're ready it's over to you!

Romaine Johnstone It's over to you, Thank you for listening.

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