



human
developer

CASE STUDY

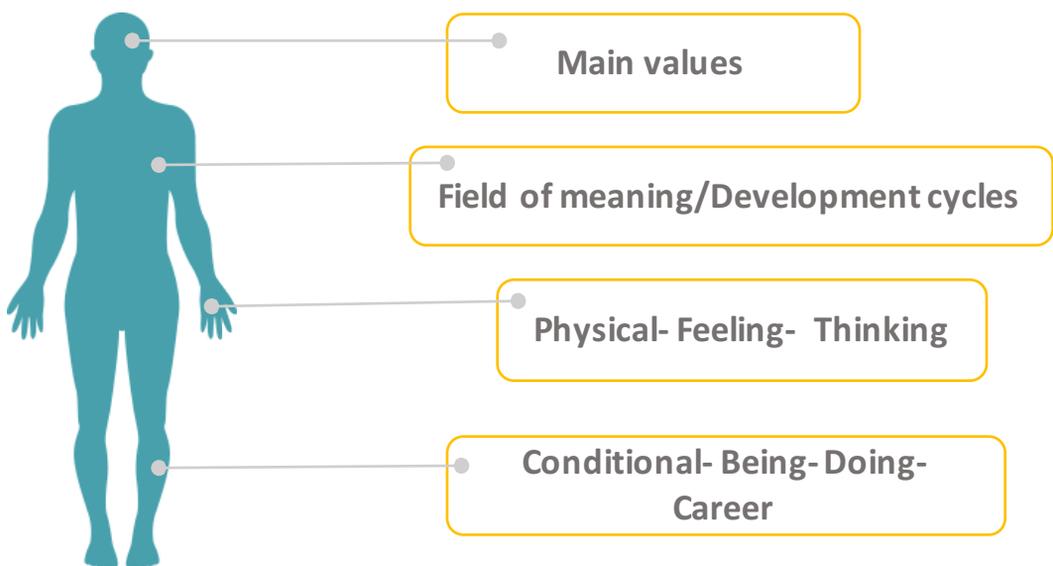
LIFE JOURNEY MAP™

- INTRODUCTION

This tool can be a proper model of understanding the connection between the results of an iValue Life Journey Map™ report and the realities in your life. The case study integrates the results from both:

1. The individual iValue™ report- Introspection based on the activities from the report AND
2. Individual counselling- Discovering individual values meanings, with the assistance of a Life Journey Map™ consultant

If what you will find out hereinafter challenges you to understand more about yourself, contact us by email at ljmap@humandevloper.ro.



- IDENTITY

- ✓ Male
- ✓ Aged 39
- ✓ IT multinational company
- ✓ HR Development Manager



1

MAIN VALUES

- ✓ **Ethical**- Being ethical, moral, and principled
- ✓ **Counterintuitive**- Being counterintuitive, discovering unexpected complex patterns latent in chaos
- ✓ **Authoring**- Authoring, composing, and choreographing
- ✓ **Wise**- Being wise, judicious, and insightful
- ✓ **Architect**- Being an architect, mastering the orchestrating of complex designs
- ✓ **Innovating**- Innovating, introducing the new and unprecedented

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FIELD OF MEANING/DEVELOPMENT CYCLES

Column 4	Column 5	Column 6	Column 7	Column 8	Column 9
Ethical Passionate Independent	Authoring Initiating Performing	Envisioning Intuitive Creating Researching	Counterintuitive Architect Innovating Inspiring Developing	Co- evolutionary	Knowing

3

PHYSICAL- FEELING- THINKING

- ✓ Physical 30%:
- ✓ Feeling 30%
- ✓ Thinking 39%: Wise, Visionary, Envisioning, Developing, Counterintuitive, Ethical, Brave, Quality, Meaningful, Discerning

4

CONDITIONAL- BEING- DOING- CAREER

- ✓ Conditional 8%: Envisioning
- ✓ Being 33%: Ethical, Passionate, Intuitive, Timely, Innovating
- ✓ Doing 30%: Initiating, Counterintuitive, Inspiring, Developing, Discerning
- ✓ Career 27%: Authoring, Creating, Architect, Teaching

How do the values identified in the report reflect in the professional life?

Context-> He's involved in development and research programs in the learning area, activating in working groups together with specialists who develop innovative learning solutions. He manages a team of specialists in developing and implementing customized professional training programs, based on new computerized abilities testing tools.

The above mentioned context requires values such as: *"Authoring, Initiating, Architect, Knowing, evolutionary"*, making him understand why he enthusiastically gets involved in new projects, discovering meaning in this fertile environment of expressing his own values. Because those values, explained through behaviours such as *"authoring, composing and choreographing, mastering the orchestrating of complex designs, introducing the new and unprecedented, being co-evolutionary, intentionally applying scientific innovation"*, are to him motivating contexts, that carry meaning and rewards.

He also understood why some of the team members tend to avoid taking part in these contexts, because they look upon those contexts as being stressful. Why is that? Because their Fields of meaning do not share the same values.

He thus realized he often has to have individual feedback sessions or he must constantly search for ways of motivating them, in order to keep them involved in the project (ex: he identifies approaches of persuading them to make the most of their working time, while he has never had trouble in working overtime or investing personal time in order to carry out the project).

In the Physical– Feeling– Thinking registry, his decisions are bordered by "rational and perceptive" approaches. When the project is at its key points (ex: one important stage of the project is over and the next steps are leaning on the results of the previous phases) the communication registry, the words he uses are based on ethics (moral, principled), discernment (comprehending and fathoming the subtlety of differences), while most of the members of the team have the Feeling registry as the dominant one: sharing humour (amusement and laughter), counseling (mentoring and advising). And so moments of ceasing occur in decision making and problem solving, inside the team.

The relationship with the others- So, in the decision making and solution building stages, the "lens" that each of those involved looks through is different.

"Performing, demonstrating, and expressing skills and talents" – a value that got a high score in the field of meaning, generates satisfaction and activates itself in at times when some stages of the project are reaching their deadline. Expressing of this value in his speech is visible through phrases such as: *"Just 2 more hours of work and this stage of the project is done. We can't stop now, right?!"*

This spur doesn't reach its target for those colleagues in the team that don't have this value in their field of meaning! It just doesn't generate the same meaning to them. ***Words do not bear a unique meaning, but generate different meanings and reactions in each of us (different values- different language- different meanings).***



This spur becomes exhausting and bearer of dissatisfaction for the rest of the team. What's the solution?

As a manager, he has the duty of activating comprehending and fathoming the subtlety of differences and alternative usage of different lenses, i.e. distinct ways of "looking" at the same problem.

Knowing of the "shared meaning" (the area of the common values of team members) is the foundation on which one can build and lean on for the successful closure of the project. As a matter of fact, shared meaning is the "toolkit" the team will tacitly access for the unquestionable resolution of a specific situation.

Understanding the "meaning gap" (different values that spawn understanding, communication and decision abysses) i.e. the different ways of looking at and approaching a problem solving situation, can help him overcome gridlock situations.

How? By developing a new language (language shift), by bringing a new set of values in the personal field of meaning (from the other team members' values), creating common understanding and reducing the "**meaning gap**".

He will be able to do that, by activating behaviours from the empathy values chain: reciprocating, inquiring, considerate, appreciating, including or altruistic, thus developing **cooperation competences** through empathic inquiry.

In addition, as project manager, he needs to understand the rewarding contexts of the people in the team and bring forth motivating related activities, that allow the expressing of their own values.



How do the values identified in the report reflect in the personal life?

The same values are personally declined by voluntary involvement in social responsibility projects, being part of a project team that plans to rehabilitate buildings with historical value in the rural area: a library and a church.

He's a part of an expertise and competence group, where volunteers from various areas are involved, investing personal time, delivering creative ideas and taking part with their own thinking in establishing and carrying out these projects.

Through dialogue, he discovered that, in the moment when he received the proposal to be a part of this project, the answer "YES" came on the spot, without him first thoroughly analyzing and thinking it over, but **his values have tacitly motorized the decision**, identifying another context bearing meaning, and not providing rewards.

It's another fertile and worthwhile area for the same values in the field of meaning (*authoring, composing and choreographing, orchestrating of complex designs, introducing the new and unprecedented*), but expressed in a different context. **So, we play various social roles, but our identity and values do not change, they're just manifested and declined in a different manner.**



How do the values identified in the report reflect in future plans?

In the analysis process with the Life Journey Map™ consultant, when his plans for the future came up, he inquired an older wish of his, of exploring the entrepreneurial path.

From the 7 values that define the entrepreneurial path, he has 4 of them represented in his field of meaning: **Dependable**- Being dependable, reliable, and trustworthy, **Initiating**- Initiating, activating, and mobilizing, **Envisioning**- Envisioning, imagining, and foreseeing a future based on shared values and shared risk, **Developing**- Developing, growing, and evolving complex systems.

That's a significant proportion, that encourages him to further explore and develop a specific plan of accomplishing it, being aware of what he can count on in this new initiative.



How do the values identified in the report reflect in the speech?

Organisations are entities that function and are based on tasks and their fulfilment. Carrying out tasks is done, in an overwhelming percentage, by language (spoken, written, read) and includes a significant quantity of interpersonal interactions and cooperation.

ALL the tasks inside a company are interpersonal, through language use and request, in order to be achieved, activating the cooperation competence.

Language indicates the individual orientation, how does one relate to the situation at hand, how does he look at a specific event and how he would like others to look at and relate to the same event.

Each of us keeps his own system of values/meanings alive, through interior dialogue, through language used in interacting with others and by actively using value-words.

How we express ourselves unravels the manner in which we look upon the world (worldview), as value bearers. Values are present in the spontaneous speech and reveal states of intentionality that, once expressed, guide and authorize future behaviours.

Here are some examples of how the values in the Field of meaning manifest themselves, easily traceable in the speech in the Life Journey Map™ counselling sessions.

You'll discover three different ways of expressing a value: through its presence in positive or negative shapes, or through its absence.

- Ethical- Being ethical, moral, and principled

"No matter the situation I'll find myself in the future, it's important for me that nobody points their finger at me, that I can keep my chin up, keeping hold of my principles"

"I could NEVER work together with someone that's willing to make compromises, that, from my point of view, would detract his morality"

"I avoid people to whom morality is a negotiable concept"



- Passionate- Being passionate, enthusiastic and ardent

"After listening to him and how passionate he was while speaking, I said to myself on the spot: It's a person I'd like to have in my team"

"To me, passion is what gets my gears going and I'll manifest it, even if someone will label it as being ridiculous"

- Dependable- Being dependable, reliable, and trustworthy

When talking about a colleague: *"I wanted to know that he's a partner I can count on. When we're dealing with a crisis or I'm not present in the midst of things, I have to know he's helping and doing everything properly, even if I'm not there."*

- Authentic- Being authentic, genuine, and congruent

"I enjoy looking for and developing things that have not been done until then, going places when others have not been before."

"I don't think you should manipulate others, I think consistently being yourself, not manufactured or made up, may be the best argument in convincing others. People will always know what you stand for."

- Brave- Being brave, courageous, and risk-taking

"At some point, you must have the guts to say how things really are."

"Speaking up and plump may discourage the greatest liar."

- Initiating- Initiating, activating, and mobilizing

"What's that difficult? You connect all the pieces of the problem, gather the team, you explain it to them and you initiate the project, starting tomorrow."

- Authoring- Authoring, composing, and choreographing

"These days we've managed to develop pieces of the project, as we have done before! I look forward to connecting them altogether, and then seeing how they actually work in practice!"





Here's an example of a value and the way it reflects itself in the language, what are the states of intentionality it activates and what is the behaviour it delivers into the environment.

Values	Language (explicit sau internal dialogue)	State of intentionality (what's behind the explicit language)	The behaviour it delivers into the environment
- Ethical- Being ethical, moral, and principled	<i>"No matter the situation I'll find myself in the future, it's important for me that nobody points their finger at me, that I can keep my chin up, keeping hold of my principles"</i>	What he delivers at level of intent and accounts for future behaviour is that: He won't take part in events, interactions, that will expose him to the situation of renouncing his principles, morality being one of the most cherished treasures he most not part with	He repudiates contexts which he suspects as lacking morality, verbally or by not participating, or he is himself a generator of ethical contexts
	<i>"I could NEVER work together with someone that's willing to make compromises, that, from my point of view, would detract his morality"</i>	In the relationship with this type of display, he expresses that he won't tolerate by his side, the lack of morality or those that are inclined to moral compromise	In any situation where someone would display lack of morality or ethics, he would be among the first to sanction those facts, through internal dialogue, verbalizing or by taking action

Connect to your values in 4 steps:

- LIFE JOURNEY MAP ACCESS LINK-** contact us by email at ljmap@humandevloper.ro and you'll receive a free access link
- MAIN VALUES-** take the test and discover your main 6 values, free of charge
- iValue™ REPORT-** contact us by email at ljmap@humandevloper.ro if you'd like to receive a full report or move on to the next step
- iValue™ COUNSELING** - 1 to 1 meeting with a Life Journey Map™ consultant, based on the report

