

# LIVING OUR VALUES

We often speak about living our core Vincentian Values of **COMMITMENT, COMPASSION, RESPECT, INTEGRITY, EMPATHY, ADVOCACY AND COURAGE**. These are the ideals towards which we strive in the way we live, relate to others and offer assistance to people in need. They aspire to reflect the founding vision of the St Vincent de Paul Society. The following Reflection Process assists us to reflect on our daily lives and work so that our core values are not just words, but they are expressed in the way we live and relate to all creation.

## A Model for Reflection

### STEP 1 OBSERVE

- What do I see happening around me?
- What do I experience in my relationships with staff, managers, volunteers, people in need, families, and visitors?
- Where do I notice Commitment, Compassion, Respect, Integrity, Empathy, Advocacy and Courage?
- Or where do I see the gaps?

### STEP 4 ACT

- Take the next steps towards change ...
- Who
- What
- How
- When



### STEP 2 EVALUATE

- How does what I observe sit with my expectations of the goals and standards of our workplace?
- What I have observed – what does this say about the quality of our relationships /service that SVDP provides?
- How does this resonate with the vision, mission and values of St Vincent de Paul Society?

### STEP 3 DECIDE

- How could things be different?
- What needs to be affirmed and how might it be affirmed?
- What changes need to be made to align with our values?
- Who should be involved in making these changes?
  - Am I prepared to invest in the process of bringing about change?

### METHOD:

- Apply this process at each Council/Board/Team/Committee/Staff meeting
- Keep a record in the minutes
- One step at a time might only be covered but still keep a record and monitor progress
- Refer issues that require a collaborative effort
- Consult where necessary
- Report to the appropriate level
- Monitor actions
- Encourage different members to contribute over time
- Celebrate and promote outcomes

### REMEMBER THE PRINCIPLES:

- Speak only from your own experience not on behalf of others
  - Avoid naming people or breaching confidentiality
  - Listen without judgement or interruption
- Contribute with positive suggestions towards arriving at a meaningful action
- Take responsibility for working towards outcomes