

Personal “user manual” for _____ at the workplace



Conditions I like to work in

The times/hours I like to work

The best ways to communicate with me

The ways I like to receive feedback

Things I need

Things I struggle with

Things I love

Other things to know about me

Associations and Values (list 1/3)



- Abundance
- Acting ethically/morally
- Accurate work
- Adaptability
- Adventure
- Ambitious
- Alertness
- Altruism
- Artistic expression
- Balance
- Being attractive
- Being an expert
- Being caring
- Being close to nature
- Being in touch with people
- Being intuitive
- Being inspirational
- Being professional
- Being reflective/deliberative
- Being relaxed
- Being self-determined
- Being of service
- Benevolence
- Being sensitive
- Being visionary
- Challenge
- Change
- Charming
- Charisma
- Closeness
- Compassion
- Competency
- Communication
- Community
- Competition
- Confidence
- Connectedness
- Consciousness
- Contentedness
- Cooperation
- Creativity
- Credibility
- Curiosity
- Decorum
- Devotion
- Discipline
- Diversity
- Doing something meaningful
- Efficiency
- Empathy
- Enjoying life
- Entrepreneurship

Associations and Values (list 2/3)



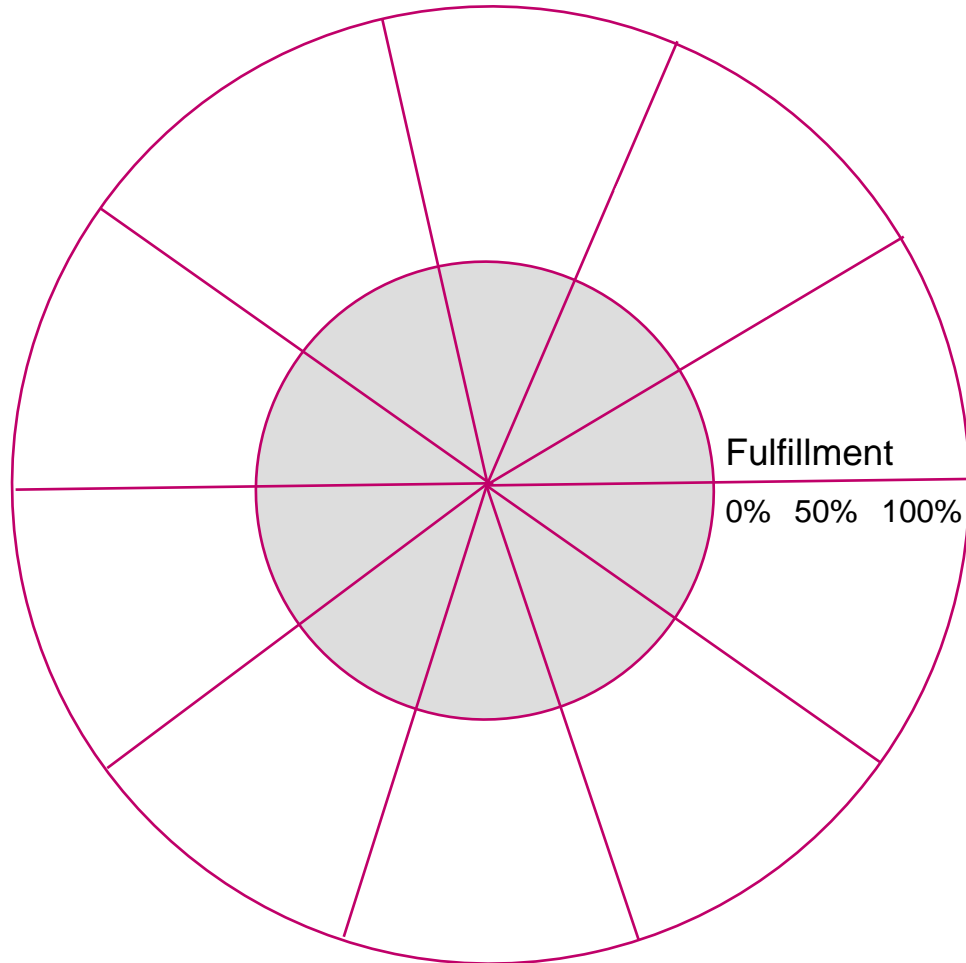
- Environmental compatibility
- Equality
- Excellence
- Excitement
- Fairness
- Family
- Fast pace
- Fantasy
- Financial stability
- Fitness
- Flexibility
- Flow
- Freedom
- Friendship
- Fun
- Generosity
- Good-naturedness / good-heartedness
- Gratefulness
- Growth
- Happiness
- Hard-working
- Harmony
- Having impact
- Helping others
- Helping society
- Heroic
- Holistic thinking and acting
- Honesty
- Honor
- Hope
- Hospitality
- Humility
- Humor
- Independence
- Influence
- Insight
- Integrity
- Intelligence
- Intimacy
- Justice
- Joy/pleasure
- Lack of hierarchy
- Learning
- Leadership
- Leniency
- Love
- Loyalty
- Making a difference
- Making decisions
- Mindfulness
- Maturity
- Modesty
- Openness
- Optimism
- Order



Associations and Values (list 3/3)

- Partnership
- Passion
- Peace
- Perfection
- Persistence
- Personal development/
growth
- Persuading people
- Physical challenge
- Power
- Pragmatism
- Pressure
- Privacy
- Productivity
- Profit
- Promotion/career
- Prudence
- Purity
- Purposefulness
- Quality
- Recognition/appreciation
- Relatedness
- Reliability
- Respect for others
- Responsibility
- Routine
- Safety/Security
- Self-control
- Self-discipline
- Serenity
- Self-realization
- Significance
- Silence
- Sexuality
- Simplicity
- Sensuality
- Solitude
- Spirituality
- Status
- Strength
- Striving for harmony
- Striving for money
- Success
- Surprise
- Sustainability
- Team work
- Temperance
- Thriftiness / being frugal
- Tolerance
- Trust
- Truth
- Variety
- Vitality
- Willing to take risks
- Winning
- Wisdom
- Work-/Life Balance
- ...

Your turn: Value integrity wheel



Self-reflection

1. Select 10 values from the previous list of values that are particularly relevant to you and write them in the inner circle.
2. Use your gut feeling and determine how strongly each value is currently present in your life (0% to 100%).
3. Select 3 values that you would like to significantly strengthen in the next 12-18 months and mark them with an arrow pointing outwards.



Navigating fields of tension in your think tank work

Where would you place yourself?

Prioritizing own research	<input type="text"/>	Being fully dedicated to administrative and leadership responsibilities (incl. Project management)
Deliberately developing as a leader	<input type="text"/>	Leadership as a distracting necessity
Granting scientific freedom	<input type="text"/>	Achieving expected goals (also with regard to policy impact)
Quantity of output	<input type="text"/>	Quality of output
Progress of one's own research	<input type="text"/>	Organizational development