
2023-24



Workshop One

Resources

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In the session we began to think about our values. It is really useful to continue to look at this and work out what values you want to see reflected in your life.

Think back over the times when you have felt really happy, proud and fulfilled in your life.

What caused that?

Why did you feel like that?

What values did it meet?

It might be worth looking at how your values interact. e.g

Is it more important to you to earn more money or work for a specific cause?

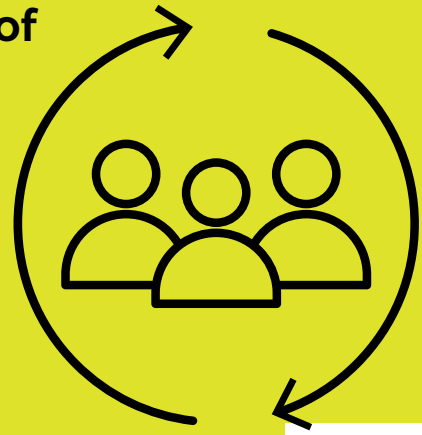
Does work have to have meaning for you beyond job satisfactions?

What is the most important thing to you

YOUR VALUES

**Your next job would be to look at the values of
your organisation:**

what is written
what is demonstrated
how well they match yours?
Are you happy with this.



A large, empty white rounded rectangle intended for notes or reflections.

YOUR VALUES

Use this when looking at new roles to make sure
the role and organisation will meet your values
and keep you motivated.



Fixed vs Growth Mindset

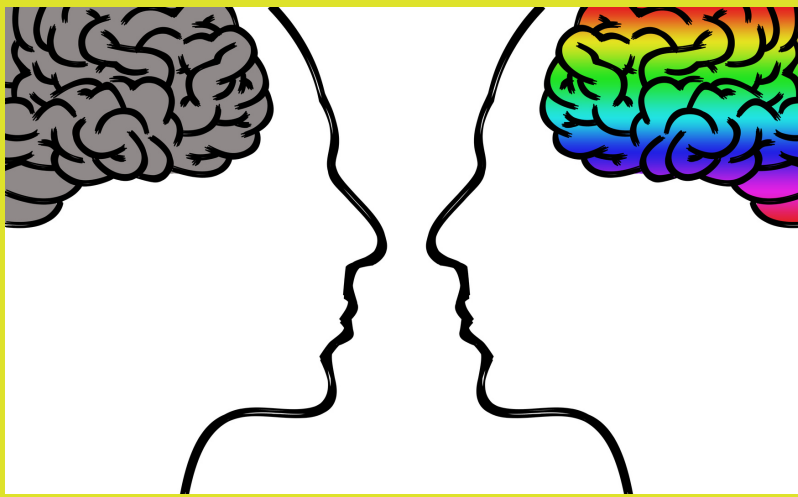


What is your score?



	✓		✓
You can't teach an old dog new tricks		I can learn new things	
I'll stick to what I know		Setbacks don't stop me trying	
I can't do it so why bother trying?		I'm happy to try new things	
I see feedback as criticism		I see opportunity in challenges	
I give up when things get tough		Feedback helps me grow	
I feel threatened by the success of others		I can be good at anything	
Its just the way I am		I like learning about new things	
My mistakes prove that I am not good enough		I want to improve	
It works okay - why change?		If I try, I will get better	
I'm only good at a few things		I'm inspired by other's success	





Changing your mindset

It is entirely possible to create a whole new mindset for yourself. For most people this will be a process and will take work.

We are reprogramming our behaviour and thoughts through repetition.

So when you start to hear the voice in your head saying the things from the fixed mindset list above, try substituting things from the second list. And then push yourself out of your comfort zone to try those new things!



Where is your locus of control?

Are you taking responsibility for your life, or letting others tell you what to do?

Where is comfortable for you?

Are you being proactive or reactive?

Circle of concern



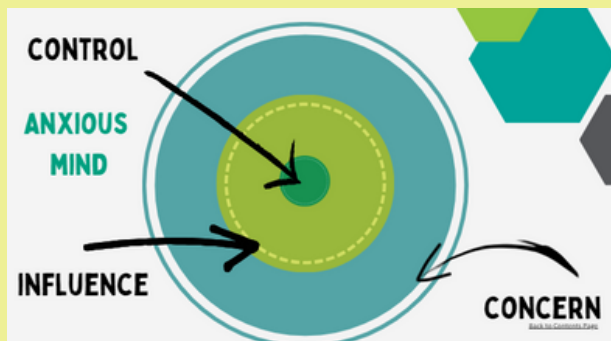
- The weather, politics,
- Pandemics, traffic
- Other people's opinions
- Economy



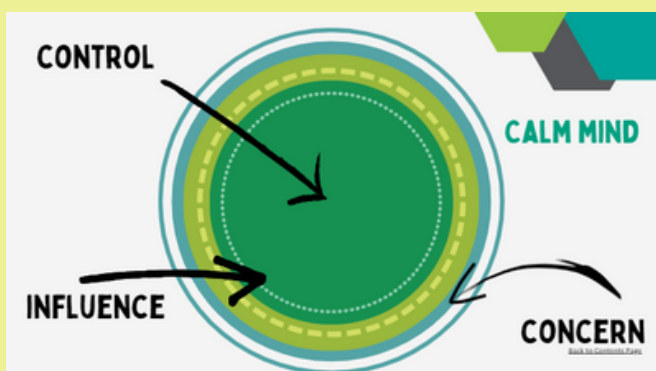
- Your friends and family
- Your team and coworkers
- Causes you are involved in
- Your community



- Your actions
- Your response
- Your thoughts
- Your attitude
- Your enthusiasm



An anxious mind, spends all its time worrying and thinking about areas that are out of their control or influence.



A calm mind spends its time worrying about the things it can control, and some time to the things it can influence, virtually ignoring that which is out of their control.

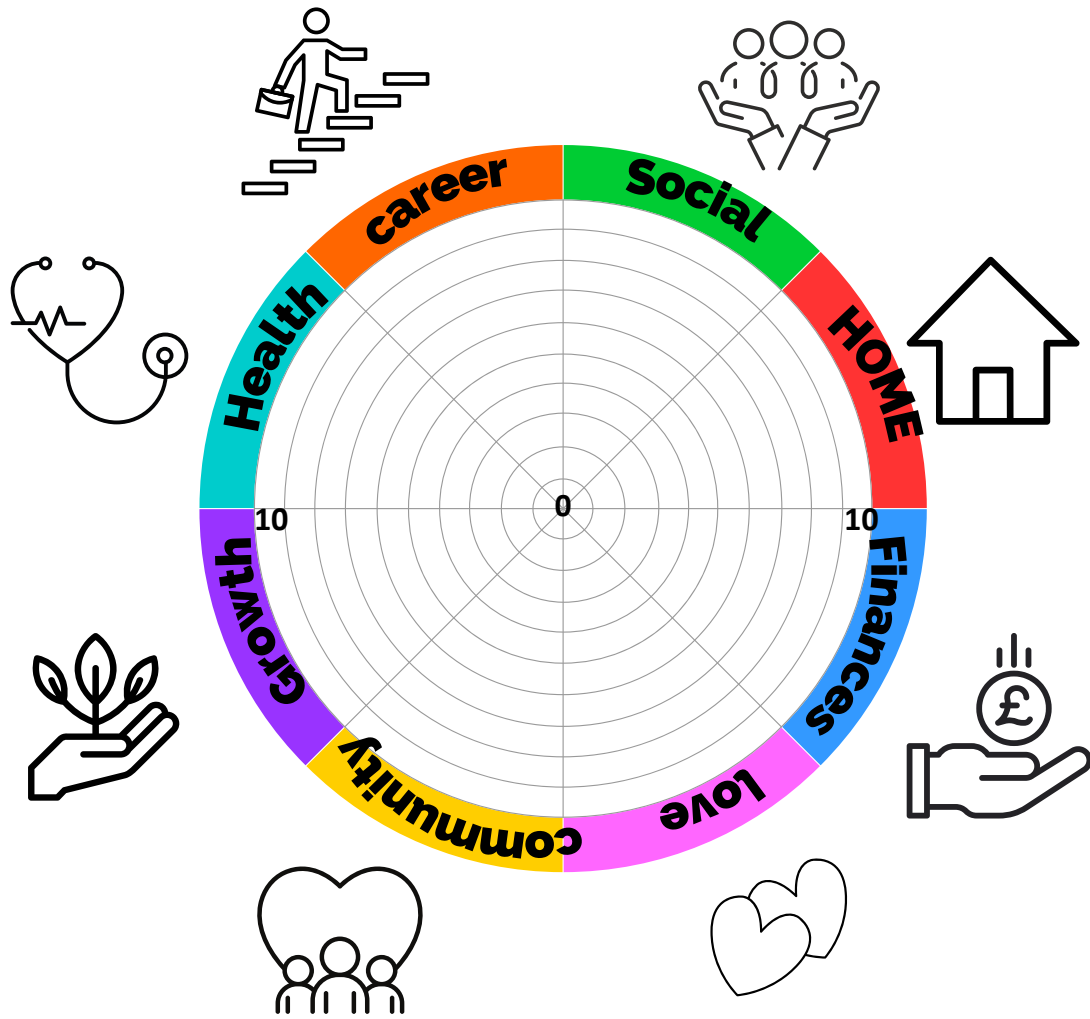
Think about all your worries and concerns at the moment - and then spilt them into the categories below:

Circle of concern



Now, discard the Concern circle - you cannot influence that at all. Think about your level of Influence in the second group - are you happy with this - can you improve it?

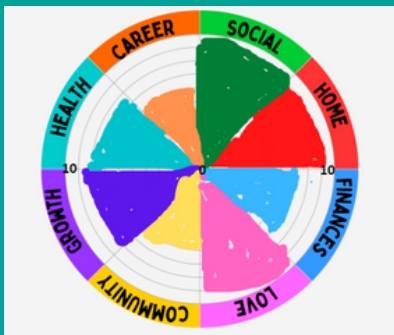
Finally - spend most of your time on the issues in the final space - this is your control!



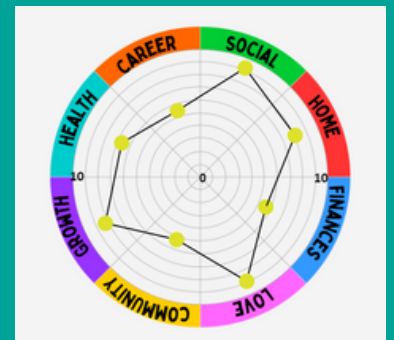
The Wheel of Life

Spend a bit of time looking at the wheel and scoring your life according to the sections.

Remember - use it the way that feels more natural and useful to you:

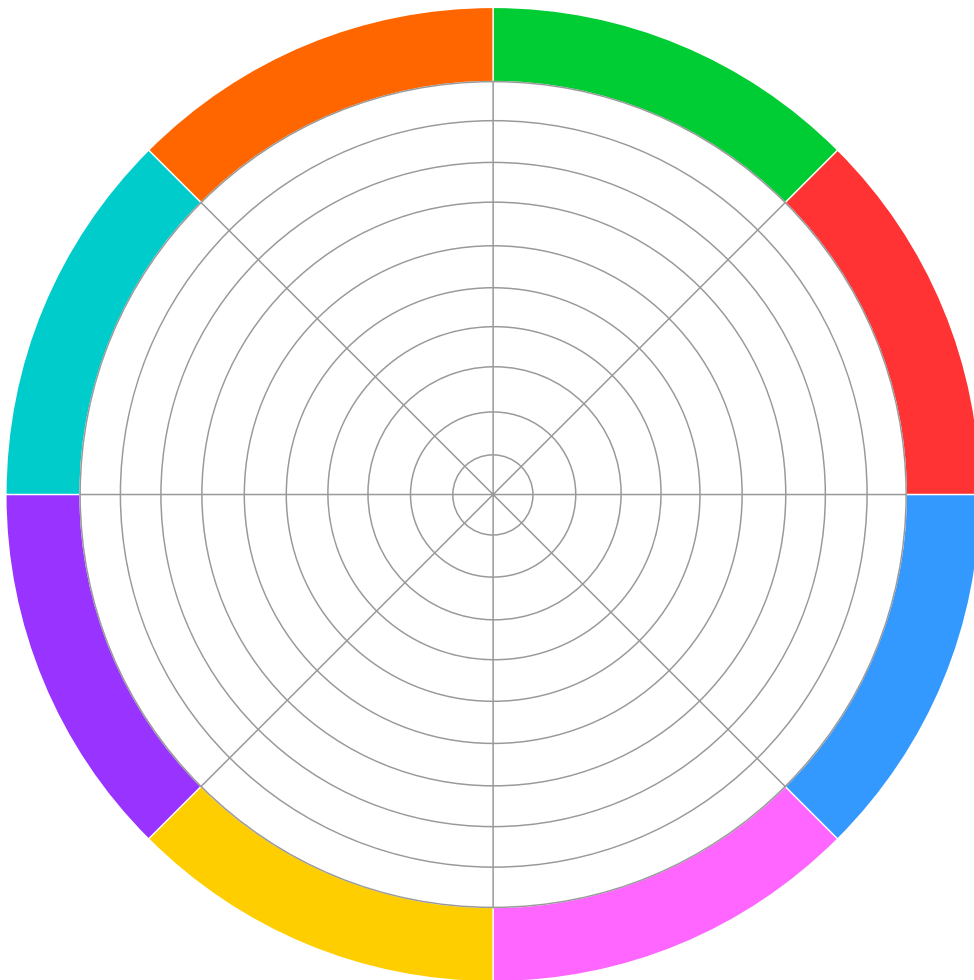


Career	5	Social	9
Health	7	Home	9
Growth	7	Finances	6
Community	5	Love	9



Blank wheel of life

Personalise this to your current problems and break it down, so if it is your career section that is low scoring, break it down into role, line manager, reportees, team, organisation etc and re score yourself



IKIGAI is a Japanese concept of giving meaning to your life. It has no direct translation.

This is a simplified version of the concept used to help people decide what they want to do with their life.



ikigai questions

By investigating the four sections above;

- Love
- Skills
- Needs
- Money

A person can find the meaning in their life and where to apply their skills and passions.

It is not necessary about work, sometimes it will show us that we have a value, a skill and passion that we cannot make money from. But we then know we value it, it makes us happy etc. and know to priorities it in our spare time - and this will give our lives meaning.

Sometimes, it is possible to use the results of this personal questioning to realise a career goal, or change at work that you had not anticipated.

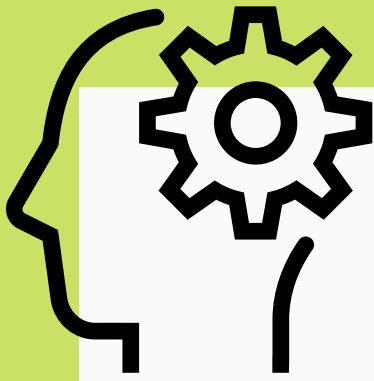
What do you love?

- What do you never get bored of?
- What makes you smile?
- When do you feel at your happiest?
- What were doing when you last lost track of time?
- If you were financially secure, what would you do with your time?
- If you could be the best at one thing, what would it be?
- What excites you – what could you talk about for hours on end?



ikigai questions





What are you good at?

What do people approach you for help with?

What skills do you list on your CV?

If you had to teach something, what would it be?

What do other people compliment you about?

What achievements are you proud of?

What parts of your current job come easily to you?

ikigai questions

What can you get paid for?



- What would you be doing if you weren't in your current job?
- What have you been paid for before?
- What do other people get paid for doing?
- Are people willing to pay for what you can offer?

ikigai questions

What does the world need?



How can you contribute positively to those around you?

What changes would you like to bring about in the world?

What can you do or offer that would bring meaning to others?

How do you help others?

What can you teach others?

ikigai questions

Strengthscope is a strengths-based report that draws from positive psychology in the workplace. Helping to accurately discover strengths in a memorable, practical way. To fuel an enjoyable, more rewarding world of work. We reveal people's unique strengths. And with it will come a more diverse, empowered, resilient, and agile place to work, making a positive economic impact.

You will get an invitation to complete the assessment on the 10th November, please do check your junk folder as it may go there.

This will lead you to setting up an account on Strengthscope and completing the assessment. On completion, you get access to other resources in order to understand the report better.

We are running a session on the 29th November around understanding your Strengthscope report - so please complete before the 27th if you want your report in time to read it before the session.

There are other personality and strengths based tests available online that may give you some insight into your self and your drivers.

We are unable to recommend any others, some you others that you can do for free. However, many are highly respected and known.

- Myers Briggs Personality Types
- DISC
- Interpersonal Skills Assessment
- Berkeley Emotional Intelligence

You might want to look at these to further look at your personality.

Discounted membership to CIH offer

For another year, we are proud to deliver this partnership offer with CIH.

Membership to a professional body can really help your development and career, and is often out of the reach of a lot of people.

This offer allows you to have full membership to CIH for a year, with all the benefits that entails for the amazing offer of **£75**. This is over a 65% reduction!!

There is also a flyer from CIH with all the benefits explained to download in the resources for the SMP, please do refer to that for more information.

To take advantage of this offer, please email us on mentoring@housingdiversitynetwork.co.uk with your name and email by the 15th December.

£75 for a year's membership

Here are some TED Talks to listen to/ watch to help you investigate your sense of self:

The way we think about work is broken - Barry Schwartz

Should you live for your résumé ... or your eulogy? - David Brooks

My identity is a superpower -- not an obstacle - America Ferrera

Mentalism, mind reading and the art of getting inside your head - Derren Brown

How to find work you love - Scott Dinsmore

How to stop screwing yourself over - Mel Robbins

Get comfortable with being uncomfortable - Luvvie Ajayi Jones

Embrace your raw, strange magic - Casey Gerald

We need leaders who boldly champion inclusion - June Sarpong

The benefits of not being a jerk to yourself - Dan Harris

How to discover your authentic self -- at any age - Bevy Smith

If you have any suggestions you want to share with us all of Ted Talks you have enjoyed, email them in to us or start a conversation on Pushfar!

RECOMENDED PODCASTS



The Ikigai Podcast

<https://open.spotify.com/show/2SyHcfKJJditRYJZs0sQ5>

The Michelle Obama Podcast

<https://open.spotify.com/show/71mvGXupfKcmO6jlmOJQTP>

How to Fail - Elizabeth Day

<https://open.spotify.com/show/4m7U7kNne0iu35HK571Ui8>

Happier with Gretchen Reuben

<https://open.spotify.com/show/orgMTVJgTWDW/sut3R1c5L3>

How's Work? with Ester Perel

<https://open.spotify.com/show/0P13JasQfVZ1RiDCMZMYNU?si=An8i1TDIQyCrxx9ULLTOOnA&nd=1>

Additional and free online training that is available

One of my mottos is **"Every day is a school day"**

Continual learning through our lives happens naturally, if we are open to it, but there are a lot of free options out there to get additional learning and development.

Here are a few examples:

OpenLearn is the free courses from Open University and has thousands of free courses for you to choose from. Here are a selection that might be useful to you at the moment, but there are plenty to have a look at:

- The importance of interpersonal skills
- Attention
- Conversations and Interviews
- Developing High trust work relationships
- Talk the talk
- Understanding organisational value
-

<https://www.open.edu/openlearn/>

KEEP LEARNING



REFLECTIONS

Facts: An objective account of what happened

Feelings: The emotional reactions to the situation

Findings: The concrete learning that you can take away from the situation

Future: A structuring for your learning such that you can use it in the future

Don't hesitate to get in touch if you want more information or support during your journey:

General queries to HDN and the Mentoring team;



Mentoring@housingdiversitynetwork.co.uk



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Socials

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