

▼ Definitions

● Values

from the Latin valere: "to be worth", itself derived from the Greek axio. Values refer to "what is worthy of esteem". The quality of something that makes it objectively desirable, value, is found in many fields. In morality, according to Plato, it designates that which should guide conduct, namely the Good.

● Beliefs

Derived from the Latin credo ("I believe") and the Old French créance. Belief refers to the fact or action of believing, i.e. attaching a truth value to a fact or statement. It is a mental state that ranges from simple opinion to science by way of faith.

Values and beliefs are two important concepts that govern your behaviour and attitudes.

Although values and beliefs are interdependent as they collectively affect your attitudes, perceptions, personality, character and behaviour, there is a clear difference between them.

The main difference between values and beliefs is that values are principles, ideals or

standards of behaviour, while beliefs are convictions that we generally accept as true. It is these ingrained beliefs that influence your values, attitudes and behaviour.

Since the 1970s, Carol Dweck, Professor of psychology at Stanford University, has been studying how states of mind influence people's lives.

Fixed state of mind :

No sharing, Fear of losing, Greed, Win-Lose, Exclusion, Close-mindedness, Secrecy, Comfort zone, Conservative

Development state of mind :

Sharing, Abundance, Generosity, Win-Win, Inclusion, Open-minded, Communicative, Risk-taker, Innovator.

Each of you derives your character traits from one or other of these types of mindset. The aim is to be as aligned as possible with the development mindset.

Our advice

To manage a difficult team, focus on individuality. Because you don't talk to somebody shy in the same way as a loud person, it is crucial for managers to understand the personalities of all team members.

Evaluations or individual interviews, whether annual or not, are a good way to get to know each member of your team and identify their motivational factors, i.e. what motivates them.

Organising, exchanging and resolving conflicts. Managers must take the time and act as a real team leader and coach.

They must react quickly, if possible proactively, and show authority to avoid letting a situation get out of hand. Once the cause of the conflict has been clearly identified, each person involved should be given the opportunity to speak about the reasons for the conflict.

How to motivate your team in a crisis situation ?

Here are some keys :

- Be transparent in your communication
- Practice listening, respect and empathy
- Call upon the team's collective intelligence
- Refer to the corporate culture and unifying corporate values
- Lead by example by being motivated
- Set realistic goals
- Combat lethargy and procrastination
- Take each individual's skills into account (this motivates each of them)
- Empower everyone
- (don't be on their back the whole time)
- Encourage creativity
- Send positive feedback
- Create a good atmosphere and strengthen the links between employees



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advice
sheets