



PRIORITIES

framework

Your guide to planning purposeful, joyful work.

Less busy *more joy*

Your life as a leader -- no matter who you're leading or in what capacity -- will be full of decisions. You might get advice to make decisions aligned with your institution's mission. You might get advice to go with your gut. You might get advice to make data-informed decisions. None of that is bad advice, per se.

But will it help you sleep at night?

”

**MAY YOUR CHOICES
REFLECT YOUR HOPES,
NOT YOUR FEARS.**

– -NELSON MANDELA


I want you to sleep at night, knowing that even the toughest decisions you made are decisions you can stand by.

To do that, though, you need to know what you stand for and *why* you stand for it.

That's what the priorities framework is all about. Through a series of guided prompts, you'll identify some of the deeply held values and beliefs that motivate you, even when you're not aware of it. Then you can use them as guides to help you make decisions that truly align with your values, bringing your priorities into your day-to-day leadership.

Once you're clear on your priorities, even the hard stuff gets a little bit easier.





A big part of leadership is having the humility, curiosity, and ability to look within. This framework asks you to be deeply introspective, to gaze inward as you look at your past in order to better approach the future. Your goal with this framework is to strengthen your self-awareness and understand how your past experiences can guide you to set priorities that are meaningful for you and your team.

01

LIFE LESSONS

Identify the lessons you've learned from your unique experiences with leadership, power, and money.

02

CORE VALUE

Articulate a single core value that guides you.

03

ALIGNED PRIORITIES

When your life lessons and your core value are aligned your priorities become more clear. This alignment will influence both your life and your leadership for the better.

PRIORITIES

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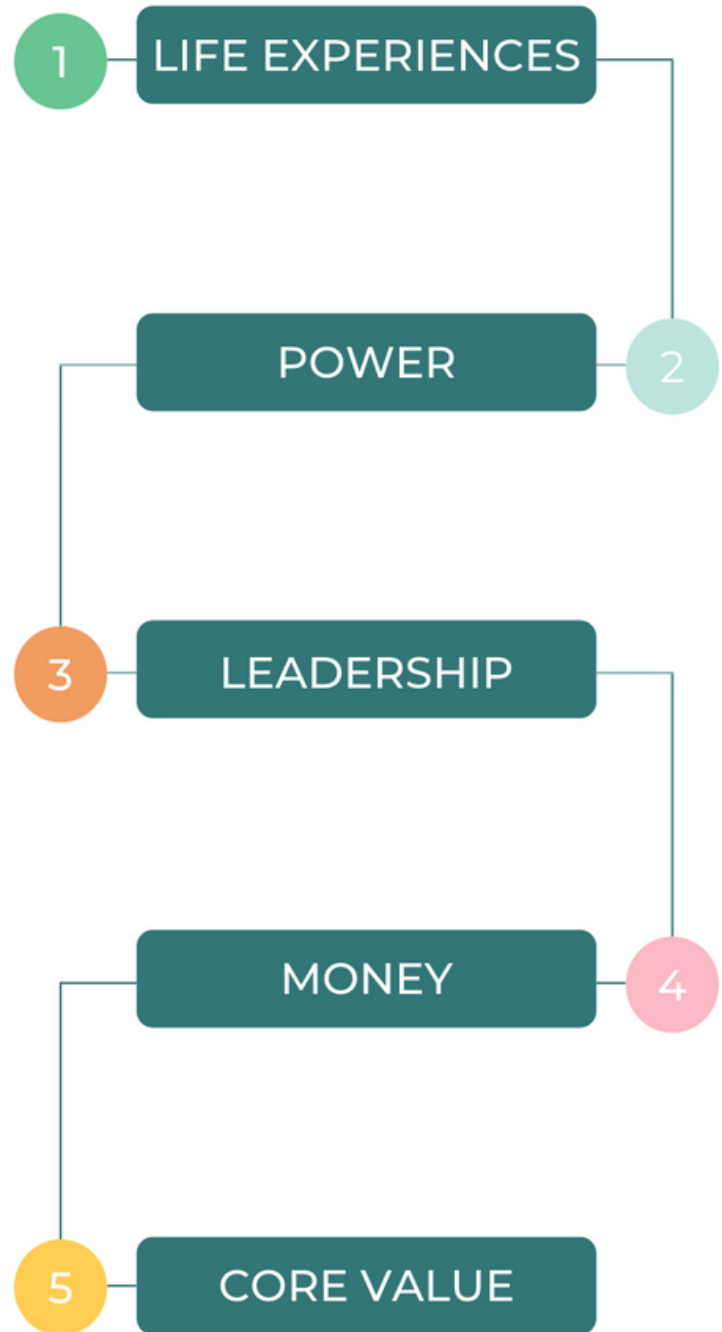
This framework is designed around the priorities that have guided the contours of your life: the key events that have shaped the trajectory of your life (**life experiences**); your experiences with structural and personal authority, control, and influence (**power**); your observations about how other people persuade, coerce, or influence others to act (**leadership**); and your mindset and habits about spending and saving resources (**money**).

The framework also includes your single core value -- your north star for decision-making.

USE THESE STEPS AS FILTERS

When making professional decisions -- decisions that affect other people, decisions that leave you feeling uncertain, decisions you want to feel good about -- **filter your options through your priorities.**

Using this framework will help you make decisions in alignment with your values.



filter: KEY LIFE EXPERIENCES

YOUR LIFE EXPERIENCES
SHAPE YOUR LEADERSHIP PRIORITIES.

How you show up as a leader is deeply shaped by what you've experienced throughout your life: the places you've lived, the people around you, the difficulties you've faced, and the challenges you've overcome. Understanding your past is key to shaping your future with intention and purpose.



Understanding your formative life experiences will help you see what's a habit and what's a choice, and to arrange your priorities accordingly.

filter: POWER

YOUR EXPERIENCES WITH POWER
SHAPE YOUR CONFIDENCE & COMPASSION.

People in your life have used power to help you...and to harm you. You have also used power to both help and harm people - no matter your intentions. We all have. We're human.

What matters now in your leadership is that you understand your relationship to power so that you harness it as a force for good: for your team, for your institution, and for you.



Understanding your personal take on power as a part of your leadership practice increases your confidence in your actions and deepens your compassion for your colleagues.

filter: LEADERSHIP

YOUR EXPERIENCES WITH OTHER LEADERS WIDENS YOUR LENS.

You've had powerful leaders in your life. They may have been coaches, parents or caregivers, teachers, bosses, or community members. They may have been neighborhood kids, team captains, or influential peers.

And you've been a leader for others. Even if you didn't have a formal title, someone at some point has looked to you as a guide, mentor, or decision-maker.

Understanding how leadership has inspired and changed you will help you make intentional choices as you shape your leadership practice.



filter: MONEY

YOUR EXPERIENCES WITH MONEY INFLUENCES YOUR MINDSET.

Your experiences with money -- having it, needing it, earning it, saving it, and spending it - carry deep emotional resonance. Experiences with money often create feelings of shame, anxiety, worry, and fear. Without awareness of this, those feelings can unwittingly guide our decisions around budgeting, planning, and sharing resources



Understanding your habits and feelings about money can help you shift your mindset away from scarcity and towards abundance, which can dramatically reframe your leadership priorities.

filter: CORE VALUES

YOUR CORE VALUES GUIDE YOUR PURPOSE.

You likely know what matters to you, and *who* matters to you. Your values ground you, give you purpose, and bring you joy.

But do you know your core value? The single guiding word that shines as your North Star?

Knowing your core value gives you a concrete checkpoint in your decision-making. Ask yourself of every important decision you make: does this decision bring me closer to my core value?



PRIORITIES *framework*



Now that you're tuned into your key life experiences, your experiences with power, leadership, and money, and your guiding core value, you've created the filter for your leadership decision-making.

To turn this into a framework you use consistently, jot down your key lessons in the blank spaces underneath each category. And voila! Here's your filter.

To use the framework, filter your decisions through each section, asking yourself at every stage: *how can what I know about myself guide me in this decision?*

Ultimately, when you think you know how you're leaning in your decision-making, test your potential decision against your core value. Does the decision you're considering bring you closer to your core value? If so, you're on the right track. If not, revisit your options.

PRIORITIES *affirmations*

Inspiration to link your leadership to your priorities.

I AM GUIDED
BY MY CORE
VALUE:

*My calendar
reveals my
priorities*

*I make decisions
from a place of
abundance & growth.*

Humility.
Curiosity.
Self-awareness.
Growth.

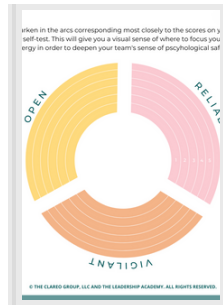




HOW TO LEARN MORE:

Want to learn more on your own?
Grab our free leadership frameworks:

PRIORITIES PLANNING PEOPLE



Ready for deeper learning and application? Join The Leadership Academy and learn to implement these frameworks in community with other women in higher ed.



Want a **workshop** for your department or campus? Grab this info sheet to learn how we can bring a workshop to you, in any modality.

Have questions? Reach out via email (carole@thclareogroup.com) or make an appointment to chat (<https://calendly.com/carolechabries/45min>)

thank you!



about carole

HI THERE!

I developed this framework over the course of decade. I was inspired by hearing Bill George, a retired executive from MedTronic, talk about his book "True North." He described how our crucibles shape us and can guide our decision-making.

As a woman leading in higher ed, and having no formal training in finance, management, or "leadership," I realized that my "life" experiences needed to be complemented by what I'd learned *on the job*. Further, all those experiences are deeply shaped by the intersections I inhabit as a cis-gendered, white, married woman and mother. None of that showed up in Bill's idea about crucibles, but it has space here in our work.

This framework is now foundational to The Leadership Academy. I'm so excited to share it with you!

Are you ready?

Carole Chabries, PhD

MENTOR & COACH FOR WOMEN LEADERS | FOUNDER OF THE CLAREO GROUP

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AS LONG AS I HOLD FAST TO MY BELIEFS AND VALUES - AND FOLLOW MY OWN MORAL COMPASS - THEN THE ONLY EXPECTATIONS I NEED TO LIVE UP TO ARE MY OWN.

- MICHELLE OBAMA.



framework #2
PLANNING