



**"Building Beyond Basics"**

## **Decisions, decisions... how to make every day decisions you can live with!**

You make them every day at home and at the office. You even make them for others when you care for children or manage people.

Decisions can be simple or difficult, seemingly insignificant or critical and we make them because we need to or because someone is paying us to do so. But why do some feel more right than others? And what makes you feel like a decision "goes against the grain" is "gut wrenching" or just plain doesn't feel right? How can you make good, solid decisions that you are comfortable with nearly every time?

This is a serious question and particularly for those in business for themselves because they "set the tone" for the company. The key is in understanding your core values. There are values and then there are core values. A Core value is one that makes you take action, speak up or feel compelled to participate. I value a diamond (believe me) but I would give it up before I would give up my integrity. What I value will shift and change at various stages in my life but my core values remain fairly constant. At some level we "feel" our core values, things like integrity, freedom, creativity, family. These are learned through life lessons as we grow and they stay with us for the rest of our lives.

Right about now, you are asking what this has to do with decision-making. Well, first you have to identify your core values and then write them down. From that point on, making all of your decisions based on the data at hand and your value system will clearly identify the 'right' thing to do. You will be more confident in yourself and others will know what is important to you, what you expect from them and what they can expect from you. Makes life much simpler.

**READY – SET – GO!**

Most people have never really thought about this in much detail. But you can improve your life going forward if you complete a simple exercise to determine your top 5 core values (Exercise available at [www.hrconstruct.com](http://www.hrconstruct.com) "Tools" tab). If you do this you can bring clarity to what "it goes against the grain" means to you or to understand why it doesn't feel right. Most importantly you will make the right decision for you every time if you reference your core values. Remember these are things you would go to great lengths to preserve in your life.

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What's next?

Once you know what your values are be conscious of them when faced with a decision. For example, if Family is one of your core values and you decide to take a demanding job (or start a business of your own), the decision could make you very unhappy unless you consciously decide that you will strive for a work/life balance. Or, if integrity is one of your core values and you find yourself working with (or living with) someone unethical, over time you will find the situation so difficult you may be forced to leave that person or organization. In either case, why subject yourself to situations and things that create uncertainty, stress and even unhappiness?

Armed with this information you can become more confident, consistent and improve all of the relationships in your life – from customers to family. Be true to yourself and your decisions will 'feel right' every time. If you are in business you can use this information to hire people who 'fit' complement your values for a more harmonious working environment.

Gay Miller is the Founder of HR Construct, a human resources consulting organization. As Principle Architect, her leadership brings together a group of specialists that provide full service HR support to small and mid-sized companies.



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