

Building Belonging by Being True to Your Values

Elizabeth & Katherine Hirsh
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Different, Not Broken



Without type, I may interpret my difficulties solely as deficiencies

Without type, I may assume that my only option is to change

With type, I have a framework that affirms the value of diversity

With type, I notice the opportunities offered by doing things differently

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“[F]itting in and belonging are not the same thing. In fact, fitting in is one of the greatest barriers to belonging. Fitting in is about assessing a situation and becoming who you need to be in order to be accepted. Belonging, on the other hand, doesn’t require us to change who we are; it requires us to be who we are.”

Brené Brown, Daring Greatly

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How can type contribute to building belonging?

Type is a powerful tool for self-awareness and self-acceptance

Type can help us to understand the mismatch between others’ assumptions - familial, social, cultural - about how people are supposed to behave and our own sense of the natural and authentic way to be

Type can reveal how different aspects of self can be called upon to help master challenging situations and allow us to thrive

Type’s polarities can point to ways we can flex and grow

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What values drive your sense of belonging?

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Guiding Principles/Values Activity

Which three guiding principles/values (listed in the handout and on the next slide) are so central to your identity that, if they were absent, would cause you to feel you didn’t belong on a team, in a group, a work environment, or an organization?

This is a short list, so if something important to you isn’t there, please choose another term that best describes the characteristics you can’t do without if you are going to be your true self.

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My Core Principles/Values

- authenticity
- excellence
- energy
- authority
- drive
- curiosity
- compassion
- accuracy
- learning culture
- respect
- freedom
- edginess
- practicality
- stability
- efficiency
- welcoming atmosphere

When you have made your selection, record your three choices and your four-letter type in the chat.

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Pair & Share

In your breakout pairs, introduce yourself and the three principles/values you chose, and then take turns discussing how you think these principles/values reflect your type and:

- Why they are important to you
- What makes them so central to your identity
- How their absence would diminish your sense of belonging

Take notes on your partner's choices and the ways in which they are similar to or different from your own. Be prepared to share any 'aha's' about belonging from your discussion with the larger group.

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Principles/Values by Type

authenticity ENFP, INFJ, ENFJ, INTJ x 2, INFP
 excellence ENTP, INTP
 authority INTJ
 energy INFJ, ESFJ, INTP
 drive ENTP
 curiosity ENFJ, INFJ
 compassion ENFP, INFJ x 2, ENFJ, INFP, ESFJ
 learning culture INFJ, INFP, INTP
 respect INFJ x 2, ENFP, ENTP
 freedom ENFJ, INFJ
 efficiency ENFJ
 welcoming atmosphere ENFJ, INTJ

accuracy, edginess, practicality, stability

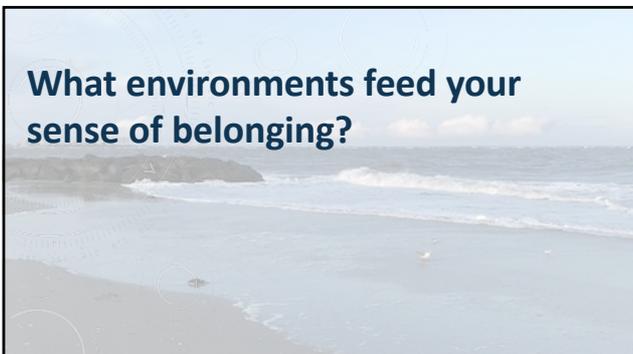
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Making the conscious effort to consider what genuinely matters interrupts the unconscious default pattern of looking to others to gauge how much we value ourselves.

*Keith Payne, **The Broken Ladder***

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What environments feed your sense of belonging?



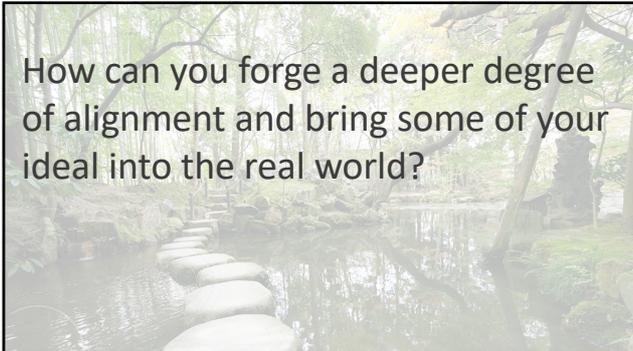
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Ideal Environment Activity

Imagine an ideal environment or situation that when you step into it, you feel an instant sense of belonging. What are the cues in this ideal place, space or time tell you that your values/principles will be held sacred?

- Who else, if anyone, is there?
- What objects are present?
- What activities are taking place/possible?
- Where are you and what are the physical surroundings like?
- Is it a particular time of day or season of the year?
- What can you hear, smell, touch, or taste?
- Anything else that seems significant or symbolic?

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How can you forge a deeper degree of alignment and bring some of your ideal into the real world?

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Take-home Activity

I commit to behaving in a way that brings my current environment into greater alignment with my ideal and orients me to helping others do the same.

- Craft two commitments and the dates by which you intend to review them to understand what's working well and how things might go even better for you as you build balance and belonging.

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A Final Word

"[We] are more likely to exhibit cruelty and indifference when others around us do—and more likely to flex our kindness and empathy when others do, too. When we encourage callousness or kindness, we lend them social momentum."

Jamil Zaki

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Thank You!

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