**The Value and Values of a Tiger**

Defining your values is important; they are reflections of your needs, desires, and what you care about most in life. Values are a cohesive force of our identity, and can often be decision-making guidelines. Defining your values can help you understand what to follow using a strong moral compass. Veterans have experienced so much in life, and that experience defines them and equips them with a moral courage that may not be evident in Civvy Street.

Personal core values guide behaviour and choice, in theory much like company core values. But it can sometimes be difficult to align or accept the stated core values of an employer, especially if those values are wrong or ambiguous.

Some positive core values that are attractive to employers are:

**Truth**

You will function best when you are direct and honest, although you will need to learn how to moderate some of that military directness and Tigritude! Being direct and honest needs to start in your CV. Openness and honesty breed the best responses as ‘there’s money in honesty’.

**Diligence**

Management is an applied science in the Armed Forces. Punctuality, and responding to messages almost immediately, is SOP. Veterans do not leave things hanging and are mission focused. Ensure that any statements made are substantiated, speak in absolutes only if you have completed the reconnaissance and finalised the research.

**Consistency**

Hypocrisy is deadly. Be consistent in your values and how you impact on those around you.  Employers seek consistency in their employees; it never hurts to have some experience, and Veteran Tigers have plenty of that!

**Creativity**

You might think that you would not need creativity as a core value, but it is highly valued by employers. Veterans are incredibly creative, born from a life of doing the most with the least, on time and on target!

**Impact**

Veterans tend to think like most entrepreneurs and see potential everywhere. Some personal traits like passion, integrity, and energy are subconscious core values followed by instinct, and they are ingredients in the impact a Veteran can make.

In high-stress situations, performing professionally at a very high level of competency is an impact that Veteran Tigers can have in the workplace.

**Humility**

In Civvy Street people don’t wear their CV. Badges of rank, qualifications, awards and accolades have no place as corporate bling. You will have to determine and display your personal value without these aids. This might be difficult for some former Armed Forces personnel who are used to wearing their badges all year round.

You can wear a lapel pin; **I recommend the Veterans badge!**

The sudden absence of badges of rank does not mean there is no rank in the civilian world. What can you do? It is simple; be polite and treat everyone with respect.

**An Exercise in Defining Personal Value**

Exploring your values requires much introspection. Turn off your phone, relax and focus. Recollect the summits and valleys within your experiences that have had the most impact on your life. What we value ultimately stem from our needs which make us passionate about our values! Study your human needs they will relate to your personal values.

What is your list of values? (T.I.G.E.R.)

* **T** - **T**eamwork. Tigers work as part of a team based on mutual respect and dignity, advancing on a common objective together utilising an all informed network and open exchange of information.  Share credit, tackle group challenges, aid colleagues habitually and carefully to meet organisational goals and build a reputation for being a talented individual who will step outside of the comfort zone for the benefit of the team.
* **I** - **I**ntegrity. Tigers are honest, professional and ethical in all dealings. Tigers work productively with their colleagues to find a solution, reach agreement, and motivate and inspire all.
* **G** - **G**rowth. Avoid the 4D’s of **D**iscord, **D**isappointment, **D**esperation and **D**aydreams. Not one of them will create growth. Recognise the phases of personal growth:
  + **Asleep** – This is playing the victim, assuming that you do not have the power or ability to change your life;
  + **Awaken -** Start asking why certain negatives keep reoccurring. Learn from your experiences and leverage them;
  + **Integration** - Shift from knowing to doing. Roll up your sleeves and make things happen;
  + **Acceptance** - Accept change and make it a positive life event. Be patient with yourself.
  + **Application and service** – One size does not fit all, structure your growth journey to fit your needs. Every phase is rich with learning opportunities, and there is no finish line on this journey.
* **E** - **E**xcellency & **E**fficiency. Focus on maximising the work you do and the revenue you generate in a way that covers your needs. Choose a pace that suits your sanity.
* **R** - **R**elationship Building - Nothing happens in this world without leveraging relationships. Your network is everything.

As Veteran Tigers, your personal value, your values, and impactfulness define you and will raise awareness of Veterans and their value in the workplace, and to the nation. Tigers come with a heart for service. Service is the core value for the armed forces.

Mahatma Gandhi said, *"Your beliefs become your thoughts. Your thoughts become your words. Your words become your actions. Your actions become your habits. Your habits become your values. Your values become your destiny."*