



Participant Guide
NEW SUPERVISOR ORIENTATION
Session TWO: Leadership & Purpose

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WELCOME

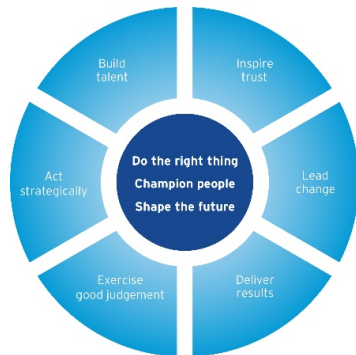
Welcome to the NSO Leadership and Purpose session!

**SESSION OBJECTIVES:**

- Illustrate what Sempra Competencies look like in action
- Define what purpose is and the value of identifying our own
- Respond to questions that help uncover your purpose
- Write a purpose statement

NOTES

LEADERSHIP COMPETENCIES



1. Think about what each competency looks like in action
2. Write the knowledge, behavior, or attribute that contributes to each competency on the flip chart

Inspire Trust

Lead Change

Deliver Results

Exercise Good Judgement

Act Strategically

Build Talent

NOTES

"Leadership competencies are leadership skills that contribute to superior performance."

...a focus on leadership competencies and skill development promotes better leadership"

-Shrm.org

LEADERSHIP and PURPOSE



Our values and leadership competencies are the organizational standards we all meet to strive for a common level of excellence.

Competencies are common leadership expectations we share, and in meeting those expectations, we each draw from something unique in us.

Each of us has a PURPOSE, a way we uniquely show up in the world, that is different from anyone else.

Purpose has always existed in each of us.

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"Your purpose springs from your identity; it is essence of who you are."

-Nick Craig, Leading From Purpose

PURPOSE MATTERS

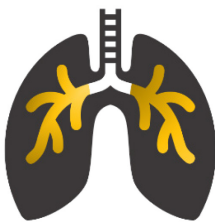
NOTES



Purpose and the Workplace



Purpose and the Brain



Purpose and Physical Health



Purpose and Community Well-being

*"He who has a why to live
for can bear
almost any how."*

— Friedrich Nietzsche

These benefits happen for a reason. Knowing and operating in our purpose creates wellbeing, by creating:

- Energy
- Consciousness
- Clarity
- Focus
- Confidence
- Growth
- Authenticity
- Gratitude
- Fulfillment

... in both our personal and professional lives.

Wired to Become: the
Neuroscience of Purpose
by Britt Andreatta

DEFINING PURPOSE**NOTES****What is your purpose?**

Most of us have an idea of what purpose means to us but can sometimes struggle with how to define it. Purpose is not WHAT we do, it is HOW and WHY we do the things we do.

What Purpose IS...

- HOW and WHY you do what you do
- how you show up
- from your identity, the essence of who you are
- what makes you tick
- the filter with which you view the world
- strengths and passions you bring to the table
- what you operate from when the worst happens

What Purpose IS NOT...

- competencies
- education, experience, and skills
- your role, job, or occupation
- what you aspire to be
- a strategy
- hobbies
- WHAT you do



Expressions of Purpose

Our causes, goals, values, and aspirations are sometimes mistaken for purpose; however, they are expressions of our purpose.

The way we show up to do these things comes from our purpose and who we are.



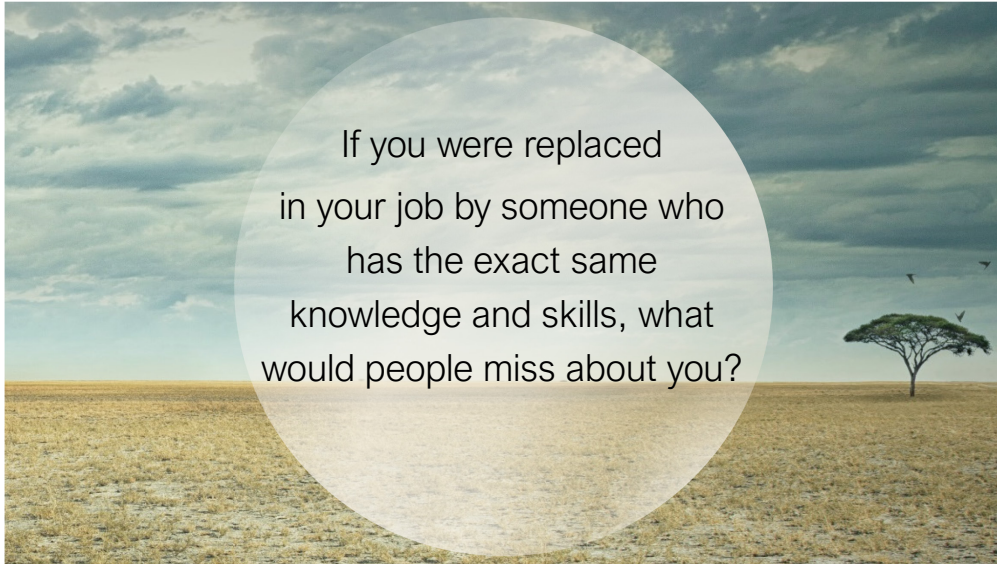
What else can be an expression of your purpose?

How else might it reveal itself?

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WHAT'S YOUR PURPOSE?

NOTES



WHAT'S YOUR PURPOSE

Childhood Memories

What did you especially love doing when you were a child?

- What event sticks out in your memory, even if you don't know why?
- Describe a moment and how it made you feel.
- How did you respond?

1

- This could be one moment, a specific activity, or a list of experiences.
- Describe one or two moments in vivid detail.
- What are the key elements to the story that stand out?
- What emotions are evoked as you remember this moment?

Life Crucibles

What were your most challenging life experiences?

- How have they shaped you?
- How did you show up/respond to them?

2

- Consider your most challenging life experiences.
- Can be personal or professional moments.
- What would missing from your life without these experiences?
- What gift did the experience bring to your life?
- What within you was key to getting through these experiences?

Passions

What is your passion?

- What can you get lost in? Spend endless amounts of time doing?
- What energizes you?
- Describe how you feel when you were fully experiencing your passion.

3

- Think about passions that have stayed with you over time.
- May have no redeeming quality other than you really love doing them.
- Isn't necessarily what you are best at or paid to do.
- Who are you in these moments?

WHAT'S YOUR PURPOSE?**1 Childhood Memories**

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- What event sticks out in your memory, even if you don't know why?
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A few things to consider...

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What key ideas or thoughts come to mind about your purpose, when sharing in the breakout room?

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WRITING YOUR PURPOSE STATEMENT**NOTES**

Keep in mind, your purpose statement is:

- A short statement that reflects who you are (can be literal or figurative)
- The essence of who you are – how you show up in the world
- Not what you do or strive for (job, skills, causes, goals, etc.) ...but rather, how you express what you do or strive for



My Purpose Statement is...

VALUES and PURPOSE

NOTES



How do you use your purpose to express our SoCalGas Values?

Do the Right Thing

Champion People

Shape the Future

MOVING FORWARD

NOTES

How well are you leading from your purpose now?

How does your purpose shape your leadership style?

How will you express our Values and Competencies going forward?

