

Exercise 5: Identify Your Values

It's important to remember that all of the following values are worthwhile and everyone has different values.

DIRECTIONS

Step 1: Identify Your Top 20

Put a check mark next to your top 20 values on the list on this page and the next two pages. If you have values which are not listed, you may add them at the bottom of the list.

	ACHIEVEMENT (a sense of accomplishment by means of skills, practice, perseverance, or exertion)
	ADVANCEMENT (moving forward in your career through promotions)
	ADVENTURE (activities which frequently involve risk taking)
	AESTHETICS (involved in studying or appreciating the beauty of ideas, things, etc.)
	AUTONOMY (working independently, determining the nature of your work without significant direction from others)
	CARING (expressing and receiving love, affection)
	CHALLENGE (stimulates the full use of your potential)
	CHANGE & VARIETY (frequently changing responsibilities and activities in a variety of settings)
	COMPETITION (placing your abilities against others where there are clear win/lose outcomes)
	COOPERATION (opportunity to work as a team toward common goals)
	CREATIVITY (being imaginative, innovative)
	ECONOMIC SECURITY (having enough money)
	ENVIRONMENTAL STEWARDSHIP (caring for the earth and its creatures)
	EXCELLENCE (achieving the highest standard of performance possible in all endeavors)
	EXCITEMENT (experiencing a high degree of exhilaration in your life and work)
	FAMILY HAPPINESS (being able to spend quality time and develop relationships with family)



	FRIENDSHIP (developing close personal relationships)
	FUN (approaching daily living in a playful manner)
	HEALTH (physical and psychological well-being)
	HELP OTHERS (being involved helping people in a direct way, individually or in a group)
	HELP SOCIETY (do something to contribute to the betterment of the world)
	INNER HARMONY (being at peace with oneself)
	INTEGRITY & HONESTY (telling oneself the truth and speaking that truth to others)
	INTELLECTUAL STATUS (being regarded as an expert in your field)
	KNOWLEDGE (understanding gained through study and experience)
	LEADERSHIP (influence with and through others)
	LEGACY (having lasting impact in the lives of others)
	LEISURE (having time for hobbies, sports, activities, and interests)
	LOCATION (a place conducive to your lifestyle allowing you to do the things you enjoy most)
	LOYALTY (faithfulness and allegiance to a cause, person, or community)
	PLEASURE (a feeling of happy satisfaction or enjoyment)
	POWER (control or influence over other people or organizations)
	PRECISION (enjoying situations where accuracy and exactness is important)
	RECOGNITION (being acknowledged for your contribution)
	RESPONSIBILITY (being accountable for results)
	SIMPLICITY (delighting in the absence of complexities or unnecessary detail)
	SPIRITUALITY (devotion to spirit or soul; often expressed through religious practice)
	STABILITY (routine and duties that are largely predictable, not likely to change over a long period of time)
	TIME FREEDOM (work according to your own time schedule, no specific work hours required)



	WEALTH (profit, gain, generating a significant amount of money)
	WISDOM (the accumulation of knowledge and experience which creates significant insight)
	Other:
	Other:

Step 2: Identify Your Top 10

- Now that you've identified your top 20 values, review your selections and narrow your list down to your top 10 values.
- When you get the list to 10, look at each and ask yourself, "What does this value mean to me?" Example: INNER HARMONY - *physical and spiritual well-being that makes me feel peaceful*
- Write your top 10 values and their specific meanings to you below.

Value 1
Value 2
Value 3
Value 4
Value 5
Value 6
Value 7
Value 8
Value 9
Value 10



Step 3: Define Your Top 5 Core Values

- Finally, select your top 5 core values and write them below.
- To help ensure you've selected the values most important to you, ask yourself:

At the end of my life, will I look back and be satisfied with choosing these particular values, or am I missing what's most precious to me?

Are these the values I want to be known for as a person and a leader?

Core Value 1

Core Value 2

Core Value 3

Core Value 4

Core Value 5



Step 4: Connecting Your Values with Your Organization's Values

Your Leadership Role

DIRECTIONS

1. List your organization's core values in the left column below.
2. Then place your core values in the right column.

Your Agency's/Organization's Core Values	Your Personal/Leadership Core Values

Questions for Thought and to Share with a Partner

Where do you see correlations between your personal values and your organization's values?

Where might there be a potential disconnect or a conflict between your personal values and the organization's values?
How will you manage this in your day-to-day work life?

Where there are strongly aligned values between you and your organization, how can you focus on leveraging them in your day-to-day leadership role?

How can you help your team connect their work to the vision and values of the organization?

