

# DISCOVERING YOUR CORE VALUES

We know that people perform better, stay longer, and are more motivated when they are part of a team that shares their values. We may not use the same words, but it's important that you feel basic resonance with the values of our team. In this exercise we will focus on identifying and naming the things that matter most to you—your values.

## VALUES EXERCISE

Our values develop from a very early age and evolve overtime as we grow and learn. Some of our core values are often hidden from us, they are implied but not named. Values powerfully guide the choices we make, our commitments, the relationships we nurture, and our impact. This exercise is designed to help name what is under the surface guiding us.

### INSTRUCTIONS

1. Review the list of values included on the label sheet.
2. As you go through the list, place each sticker in the appropriate category:
  - Values important to me
  - Values not important to me
3. Please use all of the values.
4. If you can't find one of your core values on the list, please write it in.
5. There are no right or wrong answers – to get the most out of the exercise, be honest with yourself.
6. Pay close attention to your inner dialogue as you review the values. How you reflect on these values will reveal interesting truths about yourself; you just have to listen.

### REFLECTION QUESTIONS

1. Did anything surprise you about your answers?
2. Did the values you identified align with how you behave or spend your time?
3. Think about an important person in your life. What values are critically important to them? How do you know?
4. What impact would it have to understand the values of others?
5. What do you notice about how your values relate to or align with the company values?

# YOUR CORE VALUES

NAME: \_\_\_\_\_

VALUES IMPORTANT TO ME

NOT IMPORTANT TO ME

Accomplishment	Competition	Free Will	Integrity	Power	Sophistication
Accountability	Control	Freedom	Intelligence	Privacy	Spirituality
Accuracy	Courage	Friendships	Involvement	Prosperity	Stability
Achievement	Creativity	Fun	Joy	Quality of Work	Status
Activeness	Curiosity	Generosity	Justice	Relationships	Variety
Advancement	Decisiveness	Growth	Knowledge	Relaxation	Wealth
Adventure	Effectiveness	Hard Work	Leadership	Reputation	Wisdom
Aesthetics	Efficiency	Harmony	Learning	Resourcefulness	
Affection	Environment	Health	Love	Respect	
Appreciation	Excellence	Helping Others	Loyalty	Responsibility	
Authority	Excitement	Honesty	Meaningful Work	Results	
Challenge	Fairness	Honor	Modesty	Safety	
Clarity	Fame	Independence	Optimism	Security	
Collaboration	Family	Individuality	Order	Self Respect	
Community	Financial Security	Influencing Others	Patriotism	Serenity	
Competence	Free Time	Inner Harmony	Perfection	Service	