Values Exercise

Values

Accountability	Discipline	Innovation	Quality
Accuracy	Diversity	Investing in people	Recognition
Achievement	Ecological awareness	Job security	Relationships
Adaptability	Efficiency	Justice	Reliability
Advancement	Effectiveness	Knowledge	Religion
Adventure	Empathy	Leadership	Respect
Affection	Employee development	Leadership Development	Results
Agility	Employee recognition	Listening	Responsibility
Ambitious	Empowerment	Logic	Responsiveness
Appreciation	Enthusiasm	Loyalty	Risk averse
Arts	Equality	Love	Risk-taking
Balance	Excellence	Global peace	Safety
Beauty	Experience	Making a difference	Security
Belonging	Fairness	Meaningful work	Self-confidence
Blame	Faith	Mentoring	Self-discipline
Challenge	Family	Merit	Self-reliance
Change	Fast paced	Mission focused	Self-respect
Collaboration	Fear	Money	Serenity
Cautious	Financial stability	Nature	Shared values
Clarity	Forgiveness	Open communication	Shared vision
Cleanliness	Freedom	Oneness	Simplicity
Compassion	Friendship	Openness	Skill
Commitment	Future generations	Orderliness	Spirituality
Community Service	Generosity	Overly compliant	Sophistication
Competence	Global perspective	Over engineering	Stability
Competition	Gratitude	Passion	Standardization
Complacency	Growth	Partnership	Status
Conflict	Hard work	Patience	Strategic alliances
Conflict resolution	Harmony	Patriotism	Strength
Connection	Health	Perfection	Success
Consistency	Helping others	Perseverance	Teamwork
Continuous learning	Honesty	Personal fulfillment	Territory
Continuous improvement	Human rights	Personal growth	Timeliness
Control	Humility	Physical challenge	Tolerance
Cooperation	Humor/Fun	Pleasure	Tradition
Coordination	Honor	Positive	Training
Cost reduction	Image	Power	Tranquility
Courage	Impact	Practicality	Truth
Customer experience	Inclusion	Pride	Trust
Customer insight	Independence	Privacy	Unity
Customer satisfaction	Inflexibility	Proactive	Variety
Creativity	Information	Problem solving	Vision
Cynicism	Inspiration	Process	Volunteer work
Decisiveness	Inspirational Leadership	Productivity	Wealth
Democracy	Interdependent	Professionalism	Wisdom
Dependability	Integrity	Progress	Work Life Balance
Development	Initiative	Prosperity	
Directive	Intuition	Punctuality	

Values Exercise

Part 1: Values Exercise – Personal and Work

You will be asked to validate what you value most in your life, by choosing your **top values** from the list on page 1. Your values are where you invest time, money, and emotional energy. Please follow below the instructions for each section.

Step 1: On the previous page you will find a list of values. The first step is to select the top ten (both work and personal) that are most important to you-as-guides for how to behave, make decisions, or as components of a valued way of life. Feel free to add any values of your own to this list.

1. _____
2. _____
3. _____
4. _____
5. _____

6. _____
7. _____
8. _____
9. _____
10. _____

Step 2: Now that you've identified ten, imagine that you are only permitted to have five values. Which five do you hold most dear? Translate those top five below.

1. _____
2. _____
3. _____
4. _____
5. _____

Values Exercise

Part 1: Values Exercise – Team/Organization

You will be asked to validate what you believe the **team/organization values** most, by choosing the **top values** from the same given list. Values are where the team or organization invest time, money, and energy. What values are shared in communication, decision making and are part of the culture that gets reiterated. Please follow below the instructions for each section.

Step 1: On the first page you will find a list of values. Both negative and positive. The first step is to select the top ten that you believe are regularly demonstrated in the culture and employees receive social cues on what is most important that guides their decisions to behave and take action. Feel free to add any values of your own to this list.

1. _____
2. _____
3. _____
4. _____
5. _____

6. _____
7. _____
8. _____
9. _____
10. _____

Step 2: Now that you've identified ten, imagine that you must choose the top five values that team or organization values most. Which five would eliminate? Cross them off the list and transcribe the top five below.

1. _____
2. _____
3. _____
4. _____
5. _____

Values Exercise

Your Organization – Current State

In every organization there are positive and negative behaviors that people display.
Take the time and list out the positive behaviors and negative behaviors for each category.

DIRECT REPORTS

POSITIVE	NEGATIVE

How are these a shadow of my own values?

REST OF ORGANIZATION

POSITIVE	NEGATIVE

How is is a shadow of how senior leaders behave?