**Values Exploration Exercise**

**What are Values?**

* Human qualities that are important to us.
* Deeply held principles that influence our choices, behaviours and emotions every day.
* Our motivators, our drivers; the core of who we are and what makes us unique.

**Why do Values matter?**

* The closer we live our lives in alignment with our values, the happier and more fulfilled we feel. The further we live our lives from alignment with our values, the worse we feel.
* Consciously aligning our lives with our individual core values has a profound effect on our wellbeing.
* Ensuring life and career decisions are aligned to our values ensures they are the right decisions for us.

**Which Values are important to you?**

* Use the list of values towards the end of this document.
* All the values listed will be important to you to an extent, the key is to understand *which* values are *most* important.
* Put a tick next to the ones you feel are most important, aiming to tick around 40-45 in total.
* From the ones you have ticked, circle 10 that are truly fundamental to your happiness and sense of fulfilment, these are your Core Values.
* If some are similar, choose the one that resonates most for you.
* Ensure you do NOT choose values you feel *should* be important to you.
* If there is a value that is not on the list you can add it, make sure it is a human quality, not a behaviour or aspect of life, so not things like family or health, these are too broad terms, ask yourself: what are my family values?

To help you choose, here are some questions to ask yourself as you review each of the columns:

**Relationship Values**: (First 2 columns on the list) Think of the different people in your life, family, friends, colleagues; what do you value in your relationships with them? When relationships have failed, what was missing that was important to you?

**Career Values**: (Next 2 columns) Think about jobs you’ve enjoyed; what did they give you? Think about jobs you haven’t enjoyed; what was missing? What needs to be present in your career for you to feel fulfilled?

**Life Values**: (Next column) Which values are important to you outside of work, in hobbies, interests, sport, activities, events?

**World Values**: (Final column) Which ‘bigger picture’ world values matter to you? What do you care about? What makes you angry when it’s missing?

The next step is to **group your Values**

* Once you have identified your Top 10, you need to group the other ticked values around the core circled ones.
* So, for example, if you have a chosen a Core Value, then you might group other words that sit well with it together,

e.g. Love: Belonging, connection, loyalty, friendship

e.g. Duty: Responsibility, dependability, contribution, helpfulness

* Allocate all the values you originally chose into the most appropriate group, under a Core Value

Then **prioritise your Values**

* Write each of your 10 core values on a post-it note.
* Then put them in a column in order of priority:
 1=most important at the top to 10=least important, last
* Write your core values in the second column of your Values Summary (found at the end of this document) against the appropriate priority order.
* In the third column, write any related values, connected to each core value from when you grouped them.

Finally, **score your Values**

* In the final column, give a score out of 10 for how closely you feel you are living your life in alignment with each core value.

Then, allocate a target score i.e. what would you like that level of alignment to be - a higher number out of 10.

Some **tips for using values**:

* Focus on enhancing your values in every aspect of your life, work, leisure etc.
* Avoid honouring one value at a cost to another, it just creates a new problem.
* It’s better to adjust the option you’re taking.
* Review your values summary scores every 6 months to keep you on track to reach your target scores.

You can use your values as a foundation for life and work for the rest of your life. Enjoy living your values every day!

Any questions, please email me, Lindsay West at: lindsay@valuescoach.co.uk

|  |  |  |  |
| --- | --- | --- | --- |
| **Relationships** | **Career** | **Life** | **World** |
| Stability | Reliability | Achievement | Service | Balance | Equality |
| Security | Dependability | Success | Duty | Serenity | Justice |
| Belonging | Trust | Ambition | Honour | Inner peace | Fairness |
| Acceptance | Loyalty | Recognition | Discipline | Calmness | Dignity |
| Fun | Honesty | Wisdom | Order/Structure | Relaxation | Faith |
| Friendship | Openness | Intellect | Sense of control | Solitude | Spirituality |
| Connection | Empathy | Knowledge | Obedience | Harmony | Goodness |
| Companionship | Expression | Insight | Authority | Comfort | Lightness |
| Love | Authenticity | Competence | Power | Freedom | Humanity |
| Compassion | Responsibility | Capability | Status | Choice | Humility |
| Kindness | Decency | Learning | Protection | Variety | Courage |
| Forgiveness | Moderation | Development | Autonomy | Abundance | Unity |
| Tolerance | Courtesy | Growth | Independence | Excitement | Peace |
| Respect | Grace | Challenge | Innovation | Adventure | Diversity |
| Consideration | Generosity | Competitiveness | Resourcefulness | Wellbeing | Security |
| Politeness | Gratitude | Excellence | Making a difference | Vitality | Sustainability |
| Patience | Contentment | Determination | Contribution | Positivity | Truth |
| Helpfulness | Happiness | Diligence | Creativity | Community | Integrity |
| Caring | Joy | Purpose | Curiosity | Inner strength | Tradition |
| Nurturing | Pleasure | Commitment | Cooperation | Beauty | Quality |
| Support | Passion | Accountability | Collaboration | Appreciation | Realism |
| Being valued | Faithfulness | Professionalism | Camaraderie | Simplicity | Rationality |

**Values Summary**

|  |  |  |  |
| --- | --- | --- | --- |
| **Priority** | **Value** | **Interpretation** | **Score** |
| *1-10* | *What’s important to you?**Enter core values here:* | *What does that mean to you?**Which other values are connected to or similar to this core value?* | *How are you living your life in line with your values? – score 0-10 → target score 1-10* |
| 1 |  |  |  |
| 2 |  |  |  |
| 3 |  |  |  |
| 4 |  |  |  |
| 5 |  |  |  |
| 6 |  |  |  |
| 7 |  |  |  |
| 8 |  |  |  |
| 9 |  |  |  |
| 10 |  |  |  |