

WHAT ARE CORE VALUES?

Your values are the standards of behavior and ways of doing things that you think are correct in the way you live and work.

They (should) determine your priorities, and, deep down, they're probably the measures you use to tell if your life is turning out the way you want it to.

When the things that you do and the way you behave match your values, life is usually good – you're satisfied and content. But when these don't align with your personal values, that's when things feel... wrong. This can be a real source of unhappiness.

Therefore, making a conscious effort to identify your values is so important.

WHY ARE CORE VALUES IMPORTANT?

To understand why they are important it is crucial to understand what knowledge about them can lead to positive benefits in life. Some scientific research and professional experience strongly indicate that having clarity about inner core values and living in congruence with them can lead to positive individual and societal effects. First, on the individual level, it fosters well-being and health as well as personal goal progress. Second, on the societal level, socially and ecologically sustainable behavior is fostered.

DEFINING YOUR VALUES

When you define your personal values, you discover what's truly important to you. A good way of starting to do this is to look back on your life – to identify when you felt really good, and really confident that you were making good choices. Please use the PDF titled VALUES along with answering the questions below.

Step 1: Identify the times when you were happiest

Find examples from both your career and personal life. This will ensure some balance in your answers.

- What were you doing?
- Were you with other people? Who?
- What other factors contributed to your happiness?

Step 2: Identify the times when you were most proud

Use examples from your career and personal life.

- Why were you proud?
- Did other people share your pride? Who?
- What other factors contributed to your feelings of pride?

Step 3: Identify the times when you were most fulfilled and satisfied

Again, use both work and personal examples.

- What need or desire was fulfilled?
- How and why did the experience give your life meaning?
- What other factors contributed to your feelings of fulfillment?

Step 4: Determine your top values, based on your experiences of happiness, pride, and fulfillment

Why is each experience truly important and memorable? Use the following list of common personal values to help you get started – and aim for about 10 top values.

***RESOURCES TO VIEW**

- <https://www.youtube.com/watch?v=ulWkN0k0MVE> (12-minutes)
- <https://www.youtube.com/watch?v=cZM9Z4vM-iM> (90- seconds)
- <https://www.youtube.com/watch?v=BRvx5NY2xo4> (5-minutes)

*Please note some of the above resources may have a process to use for values, however, we will be using the form below to come up with your personal and team values.



VALUES EXERCISE

Estimated Time to complete 15-minutes

Individual

1. Place your Top 10-15 values here:

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2. Narrow down the list above and cross out the bottom five values

3. Next rank order your list of values

4. Finally, re write your values below in rank order from 1- 5

| VALUE | DEMONSTRATED HOW? |
|-------|-------------------|
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Organization

1. Place your Top 10-15 values here:

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| | | |
| | | |

2. Narrow down the list above and cross out the bottom five values
3. Next rank order your list of values
4. Finally, re write your values below in rank order from 1- 5

| VALUE | DEMONSTRATED HOW? |
|-------|-------------------|
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