



VALUES GUIDE

Daring Leaders live into their values. Values are our north stars when tough conversations arise or difficult decisions need to be made. In a world increasingly complicated by an ongoing global pandemic, political and social unrest, and financial uncertainty - assessing our values and understanding how to “behavioralize” them is more important than ever.

While we all say offhand that we know our values, have you ever explicitly defined your values? Have you thought about the behaviors that support them? This guide will walk you through a series of exercises designed to help you identify and "behaviorize" your values, and start making important changes in your life rooted in these values.



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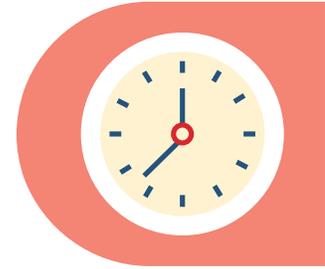
GRANT WRITING | STRATEGIC PLANNING

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CLARIFYING YOUR VALUES

VALUES REFINEMENT EXERCISE

Step 1 Review the enclosed Values List, a supplemental handout from brenebrown.org. Give yourself **5 minutes** to read over the values and choose as many values as you want. **Circle** these values. Which of these values really resonate with you? Which of these values reflect how you live your life and what matters to you?



Step 2 Revisit the list and the values you circled. You have **two minutes** to take this list of values down to just 10. Place a **checkmark** next to these values. Think about what really lights you up. Where do you feel most called to act?



Step 3

Review the values on your list with a circle and checkmark by them. You have **1 minute** to take this list from 10 to 5. Place a **star** by these values. Remember when you are choosing your values to be aware of any cultural expectations of what our values should be. For example, mothers can often be pressured, consciously or unconsciously, to name “family” as a value. Your values are things that are implicit and internal in how you operate and when we eventually drill down to a few, it doesn't mean the others aren't important to you.



STORYTELLING

Grab a friend to do this exercise with.

Round 1: Peak Experience

Share a **peak experience*** story. Your listener is going to write down the values they hear in your story. Don't debate or discuss your listener's interpretation, allow them to just share the values they heard.

*Think of a **peak experience** at work and in your personal life where everything was just right. A moment where you are most fulfilled and satisfied.

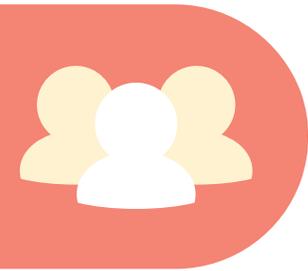
Round 2: Valley Experience

Share a **valley experience*** story. Your listener is going to write down the values they hear in your story (these are the values that were violated). Don't debate or discuss your listener's interpretation, allow them to just share the values they heard.

*Think of a valley experience where you had a strong negative reaction, where you know your values were being violated. Share one story from a professional context. Do not share a story that is traumatic.



JOURNALING



Author Karen Walrond introduces us to a powerful tool for clarifying your values in her book, "The Lightmakers Manifesto". She advises the following:

At the top of three clean, consecutive pages in your journal, write the names of three people you admire, one name at the top of each page. The three people you choose could be living or dead; real or fictional; someone you know in real life or someone famous.

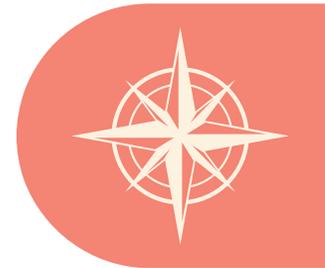


Now, on the page under each of their names, write down every single thing you admire about each of them. Do this in a stream-of-consciousness way, listing as many admirable attributes you can think of for each of them.

After you've written down all the ways that you can imagine to describe them, notice any patterns or trends. What attributes showed up multiple times as you described the people on your list? What common traits do they display?

PULLING IT ALL TOGETHER

After you've had a chance to identify your values using the list, storytelling, and journaling- it is time to revisit the original list and give yourself one minute to lock in your values. What is your north star? Select two and write them down on the sheet provided. Place them somewhere you will see them every day.



LIVING INTO YOUR VALUES

Now it is important to reflect on how the values you identified show up in your life and to be intentional about how you want to see these values reflected in your future. These questions can help you start to "behavioralize" your values and assess areas of your life that are in conflict with your values.

How do my values show up in my work? My personal life?

In what ways am I currently living into my values?

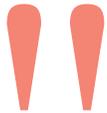
In evaluating my future, what change will draw me closer to my values? What is my next step toward that change?



MY VALUES

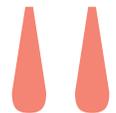
VALUE 1

VALUE 2



A **value** is a way of being or believing that we hold most important. Living into our values means that we do more than profess our values, we practice them. We walk our talk - we are clear about what we believe and hold important, and we take care that our intentions, words, thoughts, and behaviors align with those beliefs.

BRENÉ BROWN





List of VALUES

- | | | | |
|----------------|---------------------|----------------------|------------------|
| Accountability | Ethics | Kindness | Self-respect |
| Achievement | Excellence | Knowledge | Serenity |
| Adaptability | Fairness | Leadership | Service |
| Adventure | Faith | Learning | Simplicity |
| Altruism | Family | Legacy | Spirituality |
| Ambition | Financial stability | Leisure | Sportsmanship |
| Authenticity | Forgiveness | Love | Stewardship |
| Balance | Freedom | Loyalty | Success |
| Beauty | Friendship | Making a difference | Teamwork |
| Being the best | Fun | Nature | Thrift |
| Belonging | Future generations | Openness | Time |
| Career | Generosity | Optimism | Tradition |
| Caring | Giving back | Order | Travel |
| Collaboration | Grace | Parenting | Trust |
| Commitment | Gratitude | Patience | Truth |
| Community | Growth | Patriotism | Understanding |
| Compassion | Harmony | Peace | Uniqueness |
| Competence | Health | Perseverance | Usefulness |
| Confidence | Home | Personal fulfillment | Vision |
| Connection | Honesty | Power | Vulnerability |
| Contentment | Hope | Pride | Wealth |
| Contribution | Humility | Recognition | Well-being |
| Cooperation | Humor | Reliability | Wholeheartedness |
| Courage | Inclusion | Resourcefulness | Wisdom |
| Creativity | Independence | Respect | |
| Curiosity | Initiative | Responsibility | |
| Dignity | Integrity | Risk -taking | |
| Diversity | Intuition | Safety | |
| Environment | Job security | Security | |
| Efficiency | Joy | Self-discipline | |
| Equality | Justice | Self-expression | |

Write your own:
