



VALUES GUIDE

A guide to help you identify
and behavioralize your values

julieboll
CONSULTING

WWW.JULIEBOLLCONSULTING.COM



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 political and social unrest and financial uncertainty, assessing our values and understanding how to “behavioralize” them is more important than ever.

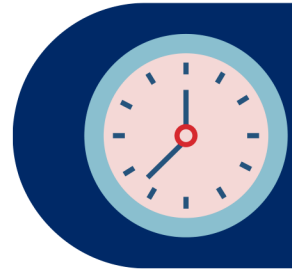
Many of us will say offhand that we know our values, but have you ever explicitly defined them? Have you thought about the behaviors that support them? This guide will walk you through a series of exercises designed to help you identify and "behavioralize" your values so you can start making decisions and choices in your life rooted in these values.



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?

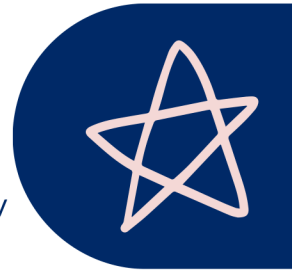


Step 2 Revisit the list and the values you circled. You have **two minutes** to take this list of values down to just 10. Place a **checkmark** next to these values. Think about what really lights you up. Where do you feel most called to act?



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. When you are choosing your values, 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 for this exercise.

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's 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 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:
