

Values

Lee, Robert, and Sara King (2001). *Discovering the Leader in You: A Guide to Realizing Your Personal Leadership Potential*. Jossey-Bass and the Center for Creative Leadership, San Francisco

Webster's Dictionary defines "values" as: The social principles, goals or standards held or accepted by an individual, a class, a society, etc.

Personal values are a set of beliefs in which we govern the way we interact with others, and how each of us approaches each and every day

Instructions

1. Beside each value, indicate how frequently you demonstrate that value. Descriptions of each value can be found on page #3.
2. Once completed, re-examine the items on your "always valued" and "often valued" list and ask yourself the following:
 - a. Are all these values currently applicable, or could they have been more important in the past?
 - b. Have you included any values because of political or social pressure?
 - c. Are these really your values?
3. Please continue to edit your list.... See if you can get to no more than a maximum of **eight** values listed in the "always valued column"
4. NOW try to reduce it to 3 – 4 top values maximum.

Tips

- Making these choices is not easy.
- Definitions of the values listed can be found on last two pages of the document

Values Exercise

CORE VALUES	Always	Often	Some-times	Seldom	Never
Achievement					
Activity					
Advancement					
Adventure					
Aesthetics					
Affiliation					
Affluence					
Authenticity					
Authority					
Autonomy					
Balance					
Career					
Challenge					
Change & Variation					
Collaboration					
Community					
Influence					
Inner Harmony					
Innovation					
Integrity					
Justice					
Knowledge					
Location					
Love					
Loyalty					
Meaningful Work					

CORE VALUES	Always	Often	Some-times	Seldom	Never
Competency					
Competition					
Courage					
Creativity					
Diverse Perspectives					
Duty					
Economic Security					
Enjoyment					
Fairness					
Fame					
Family					
Friendship					
Health					
Helping Others					
Humility					
Humor					
Order					
Personal Development					
Physical Fitness					
Recognition					
Respect					
Responsibility					
Self-respect					
Spirituality					
Status					
Trust					
Wisdom					

Core Values Definitions

Achievement	a sense of accomplishment, mastery, goal achievement
Activity	fast-paced, highly active work
Advancement	growth, seniority, and promotion resulting from work well done
Adventure	new and challenging opportunities, excitement, risk
Aesthetics	appreciation of beauty in things, ideas, surroundings, personal space
Affiliation	interaction with other people, recognition as a member of a particular group, involvement, belonging
Affluence	high income, financial success, prosperity
Authenticity	true to one's own personality, spirit, or character
Authority	position and power to control events and other people's activities
Autonomy	ability to act independently with few constraints, self-sufficiency, self-reliance, ability to make most decisions and choices
Balance	lifestyle that allows for a balance of time for self, family, work, and
Career	a field for or pursuit of consecutive progressive achievement especially in public, professional, or business life
Challenge	continually facing complex and demanding tasks and problems
Change and variation	absence of routine; work responsibilities, daily activities, or settings that change
Collaboration	close, cooperative working relationships with groups
Community	serving and supporting a purpose that supersedes personal desires, "making a difference"
Competency	demonstrating high proficiency and knowledge, showing above-average effectiveness
Competition	rivalry with winning as the goal
Courage	willingness to stand up for one's beliefs
Creativity	discovering, developing, or designing new ideas, formats, programs, or things;
Diverse perspectives	unusual ideas and opinions, points of view that may not seem right or be popular at first but bear fruit in the long run
Duty	respect for authority, rules, and regulations
Economic	steady and secure employment, adequate financial reward, low risk
Enjoyment	fun, joy, and laughter
Fairness	marked by impartiality and honesty
Fame	prominence, being well known
Family	spending time with partner, children, parents, or extended family
Friendship	close personal relationships with others
Health	physical and mental well-being, vitality
Helping others	helping people attain their goals, providing care and support
Humility	freedom from pride or arrogance
Humor	the ability to laugh at oneself and life
Influence	having an impact or effect on the attitudes or opinions of other people, persuasiveness

Values Exercise

Inner harmony	happiness, contentment, being at peace with oneself
Innovation	the introduction of something new
Integrity	acting in accordance with moral and ethical standards; honesty, sincerity, truth;
Justice	fairness, equality, “doing the right thing”
Knowledge	the pursuit of understanding, skill, and expertise; continuous learning
Location	choice of a place to live that is conducive to one’s lifestyle
Love	involvement in close, affectionate relationships; intimacy
Loyalty	faithfulness, dedication to individuals, traditions, or organizations
Meaningful work	employment that has meaning or purpose
Order	stability, routine, predictability, clear lines of authority, standardized
Personal development	dedication to maximizing one’s potential
Physical fitness	staying in shape through exercise and physical activity
Recognition	positive feedback and public credit for work well done; respect and
Respect	high or special regard
Responsibility	dependability, reliability, accountability for results
Self-respect	pride, self-esteem, sense of personal identity
Spirituality	strong spiritual or religious belief, moral fulfillment
Status	being respected for one’s job or one’s association with a prestigious group or organization
Trust	assured reliance on the character, ability, strength, or truth of someone or something
Wisdom	sound judgment based on knowledge, experience, and understanding