



**Today's objective:** Learn now to identify your values

Understand what “values” are, why they are important to you as an individual and as a leader.

### What are “values?”

- Values are defined as: “A person's principles or standards of behavior; one's judgment of what is important in life.”
- Your values are what you stand for, what you become known for.
- Values drive your decision making and the way you engage with others.
- For most of us, when our behavior is in conflict with our values, we experience stress, frustration, and, sometimes, pain. This ultimately affects what we do, and it affects our organizations.
- In contrast, when we are living, acting, and working in line with our values, we have higher energy levels, we are engaged in our work, and at peace with who we are.
- Most companies declare company values which define the culture of the organization and provide clarity on what's most important.



## Ways to Identify Your Values

- 1) Peak Experience**
  - Consider a meaningful and memorable experience you had at work, or in your personal life:
    - What was happening?
    - What was special about that time?
    - Who were you with?
    - What words come to mind that explain the essence of this experience?
    - Which **values** were present?
- 2) Awful Experience**
  - Think of an opposite experience, a time when you were angry and upset
    - What was going on?
    - What was terrible about it?
    - Who else was there?
    - How were you feeling?
    - Which **values** were not being honored?
- 3) Daily Non-Negotiables**
  - What are those activities, habits, rituals that are an important part of your daily experience? Consider both your personal and your professional life.
  - How do you feel when you miss one of these important activities?
  - Which **values** do these daily rituals honor?

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## Notes



**Book recommendation: Success Principles by Jack Canfield**

# What are Your Values?



## Examples of values, what else would you add?

Abundance	Dedication	Kindness	Responsibility
Acceptance	Dependability	Knowledge	Responsiveness
Accountability	Diversity	Leadership	Risk Taking
Achievement	Empathy	Learning	Safety
Adventure	Encouragement	Love	Security
Advocacy	Enthusiasm	Loyalty	Self-Control
Ambition	Ethics	Making a Difference	Selflessness
Appreciation	Excellence	Mindfulness	Service
Attractiveness	Expressiveness	Motivation	Simplicity
Autonomy	Fairness	Optimism	Spirituality
Balance	Family	Open-Mindedness	Stability
Being the Best	Flexibility	Originality	Successful Teamwork
Benevolence	Friendships	Passion	Thankfulness
Boldness	Freedom	Performance	Thoughtfulness
Brilliance	Fun	Personal	Traditionalism
Calmness	Generosity	Development	Trustworthiness
Caring	Grace	Peace	Understanding
Challenge	Growth	Perfection	Uniqueness
Charity	Happiness	Playfulness	Usefulness
Cheerfulness	Health	Popularity	Versatility
Cleverness	Honesty	Power	Vision
Collaboration	Humility	Preparedness	Warmth
Community	Humor	Proactivity	Wealth
Commitment	Inclusiveness	Proactive	Well-Being
Compassion	Independence	Professionalism	Wisdom
Consistency	Individuality	Punctuality	Zeal
Contribution	Innovation	Quality	
Cooperation	Inspiration	Recognition	
Creativity	Intelligence	Relationships	
Credibility	Intuition	Reliability	
Curiosity	Joy	Resilience	
Daring		Resourcefulness	
Decisiveness			

# What are Your Values?



Looking back at your notes from page 2, and the list of values on page 3, consider: What would you consider to be 3 of your core values?

1)

2)

3)

How do these values show up?

At work?

In your personal life?

What happens when these values aren't honored?