

# VALUES

Values are the most powerful form of motivation. Values are why we do what we do. Values invisibly influence every decision we make, from work choices to where we go to school, where we shop, where we live, who we work for, how we spend money, how we choose relationships, and how we raise our children. Values are our inner rules for how we live our lives. If our mission, goals, priorities, careers, and lifestyle choices are not congruent with our inner rules, we get stressed and out of sync. Clarity and commitment to our values creates purpose, vision, synergy, clear focus, energy, excellence, and personal power.

Values are important because most of our actions, whether we know it or not, are based on values. Values lead to certain attitudes, viewpoints, and opinions, which lead people to act in certain ways. If you want to know why people are acting the way they are, study their beliefs and values. People are spontaneously energetic with respect to things that interest them. The core of motivation lies in valuing something. If we value something, we will try to attain and maintain it. Get your values right, and all other factors will fall in line.

People are increasingly engaged in a search for such things as meaning, purpose, inner authority, peace, truth, love, compassion, self-worth, dignity, wisdom, a higher power, a sense of unity with others, and the means to express them. Core values are the principles that govern how individuals, groups, and organizations operate. These values serve as the glue that holds people together during times of chaos and unpredictability in a changing world. Values steer people in the right direction.

***“Do not try to change yourself—you are unlikely to succeed.”***

~ Peter Drucker

## **Your Core Values Exercise**

The following is an exercise to uncover your core values. Follow the steps outlined below. In a quiet place, fully relaxed and alone, listening only to your own inner voice, not that of anyone else, and listening to what you know is/feels real today, not what you may want or wish things to be.

### **Step One.**

Look over all the values on this page, and if a word resonates in any way within you, place a check on the line next to each. Do not spend lots of time pondering here; if it strikes you in any way, put a check by it. This is meant to be a reactive exercise, so if you feel an affinity in any way for the word, simply check it. Space is provided for you to add any other value you hold that is not listed.

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|---|---|--|
| <input type="checkbox"/> Abundance              | <input type="checkbox"/> Friendship             | <input type="checkbox"/> Recreation            |
| <input type="checkbox"/> Accomplishment         | <input type="checkbox"/> Fun                    | <input type="checkbox"/> Reliability           |
| <input type="checkbox"/> Achievement            | <input type="checkbox"/> Health                 | <input type="checkbox"/> Religion              |
| <input type="checkbox"/> Adventure              | <input type="checkbox"/> Humor                  | <input type="checkbox"/> Respect               |
| <input type="checkbox"/> Affluence              | <input type="checkbox"/> Independence           | <input type="checkbox"/> Security              |
| <input type="checkbox"/> Ambition               | <input type="checkbox"/> Industriousness        | <input type="checkbox"/> Self-esteem           |
| <input type="checkbox"/> Attractiveness         | <input type="checkbox"/> Ingenuity              | <input type="checkbox"/> Self-reliance         |
| <input type="checkbox"/> Authority              | <input type="checkbox"/> Inner Harmony          | <input type="checkbox"/> Sensitivity to Beauty |
| <input type="checkbox"/> Balance                | <input type="checkbox"/> Insight                | <input type="checkbox"/> Sensuality            |
| <input type="checkbox"/> Beauty                 | <input type="checkbox"/> Intimacy               | <input type="checkbox"/> Service               |
| <input type="checkbox"/> Being the best         | <input type="checkbox"/> Justice                | <input type="checkbox"/> Sexuality             |
| <input type="checkbox"/> Celebrity              | <input type="checkbox"/> Knowledge              | <input type="checkbox"/> Sharing               |
| <input type="checkbox"/> Change                 | <input type="checkbox"/> Leadership             | <input type="checkbox"/> Simplicity            |
| <input type="checkbox"/> Closeness              | <input type="checkbox"/> Logic                  | <input type="checkbox"/> Skillfulness          |
| <input type="checkbox"/> Community              | <input type="checkbox"/> Loyalty                | <input type="checkbox"/> Solving Problems      |
| <input type="checkbox"/> Competition            | <input type="checkbox"/> Making a Difference    | <input type="checkbox"/> Spirituality          |
| <input type="checkbox"/> Competency             | <input type="checkbox"/> Making Money           | <input type="checkbox"/> Spontaneity           |
| <input type="checkbox"/> Creativity             | <input type="checkbox"/> Meaningful Experiences | <input type="checkbox"/> Stability             |
| <input type="checkbox"/> Diligence              | <input type="checkbox"/> Mindfulness            | <input type="checkbox"/> Strength              |
| <input type="checkbox"/> Discipline             | <input type="checkbox"/> Nature/Environment     | <input type="checkbox"/> Teamwork              |
| <input type="checkbox"/> Discovery              | <input type="checkbox"/> Order                  | <input type="checkbox"/> Tranquility           |
| <input type="checkbox"/> Diversity              | <input type="checkbox"/> Organization           | <input type="checkbox"/> Usefulness            |
| <input type="checkbox"/> Drive                  | <input type="checkbox"/> Originality            | <input type="checkbox"/> Variety               |
| <input type="checkbox"/> Duty                   | <input type="checkbox"/> Partnership            | <input type="checkbox"/> Vitality              |
| <input type="checkbox"/> Education              | <input type="checkbox"/> Patriotism             | <input type="checkbox"/> Winning               |
| <input type="checkbox"/> Empowerment            | <input type="checkbox"/> Perseverance           | <input type="checkbox"/> Wealth                |
| <input type="checkbox"/> Enjoyment              | <input type="checkbox"/> Persuasiveness         | <input type="checkbox"/> Wisdom                |
| <input type="checkbox"/> Enterprise             | <input type="checkbox"/> Personal Growth        | <input type="checkbox"/>                       |
| <input type="checkbox"/> Entrepreneurship       | <input type="checkbox"/> Playfulness            | <input type="checkbox"/>                       |
| <input type="checkbox"/> Equality               | <input type="checkbox"/> Pleasure               | <input type="checkbox"/>                       |
| <input type="checkbox"/> Exploration            | <input type="checkbox"/> Power                  | <input type="checkbox"/>                       |
| <input type="checkbox"/> Fame                   | <input type="checkbox"/> Professionalism        | <input type="checkbox"/>                       |
| <input type="checkbox"/> Family                 | <input type="checkbox"/> Promotion              | <input type="checkbox"/>                       |
| <input type="checkbox"/> Financial Independence | <input type="checkbox"/> Prosperity             | <input type="checkbox"/>                       |
| <input type="checkbox"/> Fitting In             | <input type="checkbox"/> Quality                | <input type="checkbox"/>                       |
| <input type="checkbox"/> Flexibility            | <input type="checkbox"/> Recognition            | <input type="checkbox"/>                       |

**Step Two.**

Next, from those values checked off in step one, revisit only the ones you checked and reduce them down to your top ten values. Some were very obvious the first time you saw them, and some may have to be weighed against each other, but come up with your ten. You may feel that some mean almost the same thing, so in that case chose the word that, in your opinion, best defines the value for you. If you get down to the last few and are having difficulty, imagine one in each of your outstretched hands, palms up, and see which word has more weight over the other (the heavier one is more important to you). Use the space provided below to denote the ten you chose.

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**Step Three.**

Before you start on the third and final pass, make sure the voices in your head are your own. In this last phase you will be choosing from the top ten values above, and reduce them down to your top five. Let this be more a feeling exercise than a thinking one. These will resonate deep within you when you make a statement such as, “My life is not worth living if I had to live it without \_\_\_\_ (fill in a value).” Use the same weighting method from step two if needed. Place these on the lines below. These then will be known as your five core values.

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**Step Four.**

Next, on the **Personal Values System** worksheet (next link), take the five core values and write them into the top line in each of the five boxes. Next to the bullets place a few defining words that support your choice for that core value. For example, for creativity you may feel “artistic, inventive, outside-the-box” best defines what you mean by creativity, or describes how you express it. Other values from the previous list may also better define what that value means to you. Add as many defining words as possible.

**Step Five.**

The last step is to find a home for the five values that did not make your list of core values. Look at those values one at a time and stack them up against each of the top five, and find where they support your definitions of your five core values. Write them on the line next to the core value. Some of the five core values may have one, two, or three of the other values supporting it. Add a few bullet descriptors under each of these five as well. All top ten values should be on the worksheet.

# PERSONAL VALUES SYSTEM

Name \_\_\_\_\_

Date \_\_\_\_\_

Value _____
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