

A COACHING GUIDE

Values Reflection

Living What Matters Most

Clarity · Conviction · Commitment

Diane Mitchell-Miller

“Your values are not just words on paper — they are the lived principles that illuminate your path and define how you show up in the world.”

— Diane Mitchell-Miller



Why Values Matter

Why Values Are Life-Giving

Above all else. That phrase always gets my attention. It is a divine highlighter — whatever follows it is not a suggestion. It is the thing underneath every other thing.

Your values are that thing. They reflect your beliefs, shape your decisions, and define how you show up in the world. Who you are, what you hold dear, what upsets you, and what underlies your choices — all of it is connected to your values.

Think of your values as a lighthouse — steady, grounded, and unwavering even in stormy seasons. They transform uncertainty into clarity. They help you filter decisions anchored in what is most important.

“Values answer the question: What matters most to you in life? They act as your internal compass — guiding decision-making, shaping your relationships, and helping you move toward what truly matters.” — Diane Mitchell-Miller

The Four Domains of Values

Knowing how your values align with your work and life is critical to understanding what truly energizes you.

The Four Domains

- Intrinsic Values — What motivates you to truly love your work every day? Achievement, service, independence, making a difference.
- Work Environment Values — What conditions allow you to do your best work? Training, flexibility, structure, culture.
- Work Content Values — What makes your work most satisfying? Problem-solving, creativity, organizing, variety.
- Work Relationship Values — What kind of interaction matters most to you? Trust, open communication, teamwork, diversity.

STEP 1 Lay the Foundation

There is a reason fewer than half of all adults can readily name their values. It requires slowing down and getting honest. Answer these five prompts before you look at any list.

Reflection Prompts

- Think of a peak experience or meaningful moment in your life — one that energized you. What was happening? What values were you honoring at the time?
- Think of a time when you were most proud or fulfilled. What factors contributed to that?
- Think of a time when you were particularly upset or frustrated. What values were being suppressed or violated?

- Reflect on three people: one you admire, one you have clashed with, and one who shaped you. What specific traits stood out? What does that tell you about your values?
- What is your ideal environment — a place or season where you felt completely at ease? What was present there?

STEP 2 Find Your Words

Below is a list of common values. Circle or mark any word that stands out as important to you. Do not overthink it — just react. Your first instinct is usually honest.

You can also use the online Personal Values Tool at primeast.com to support this step.

Acceptance	Dependability	Gratitude
Accomplishment	Determination	Growth
Accountability	Devotion	Honesty
Achievement	Dignity	Hope
Adaptability	Diligence	Humility
Adventurousness	Discipline	Impact
Altruism	Discovery	Independence
Ambition	Drive	Integrity
Authenticity	Effectiveness	Joy
Balance	Empathy	Justice
Beauty	Empowerment	Kindness
Belonging	Energy	Leadership
Boldness	Enjoyment	Legacy
Bravery	Enthusiasm	Liberty
Calmness	Equality	Love
Candor	Excellence	Loyalty
Challenge	Excitement	Making a difference
Charity	Expertise	Mastery
Clarity	Fairness	Meaning
Commitment	Faith	Openness
Compassion	Family	Presence
Competence	Fearlessness	Purpose
Confidence	Fidelity	Resilience
Connection	Focus	Respect
Contribution	Foresight	Responsibility

Conviction	Freedom	Security
Courage	Friendship	Service
Creativity	Generosity	Simplicity
Curiosity	Goodness	Trust
Dedication	Grace	Wisdom

STEP 3 Look for Central Themes

With the first two steps in mind, look for patterns. What words kept coming up? What themes connect your peak experiences, your frustrations, and the traits you most admire?

Write down 2–3 themes you notice:

Theme 1: _____

Theme 2: _____

Theme 3: _____

STEP 4 Name Your Top 5 Values

Write them below. As a check, ask yourself: Is this truly a core value I live by — or one I think I should have?

1. _____

2. _____

3. _____

4. _____

5. _____

STEP 5 Identify Your Top 2 Driving Values

To narrow from five to two, sit with these questions:

Questions to Consider

- What values are essential — not aspirational, but essential — to your life right now?
- What values are the primary drivers of your behavior and how you strive to show up?
- What must you have in your life to experience genuine fulfillment?

CORE VALUE #1:

CORE VALUE #2:

STEP 6 Define What They Mean to You

A value is only as powerful as your understanding of it. In your own words, write a one-sentence definition of each of your two core values. What does it actually look like when you are living this value?

Core Value #1 means:

Core Value means:

STEP 7 Live Into Your Values

What are a few specific things you can do to develop and live more fully into these values — this week, this month, this season?

Your Commitment

- This week I will:
- This month I will:
- This season I will:

“The clearer you are about what you value, the more courageous your choices become. Values are not a destination — they are the road you walk on.”

— Diane Mitchell-Miller

A Final Reflection

Questions to Sit With

- Where in your life are you most aligned with your values right now?
- Where is the gap between what you say you value and how you actually spend your time and energy?
- What would change if you made one decision this week anchored fully in your core values?

“Your days are your life in miniature. What you pay attention to becomes what you live by.”

— Diane Mitchell-Miller