



Values Reflection by Diane Mitchell-Miller

Values are those little things we do every day that exemplify who we are. The daily little impressions that add up to a huge permanent impression. Our most closely held and guarded, non-negotiable, behaviors that come from a place locked deep within (like a vault).

Values are powerful for many reasons, including the fact that they help us turn guesses into good decisions. Accordingly, it's important to be clear on your values and keep them in front of you in your professional and personal life. Follow these steps to do just that:

STEP 1: The Foundation

There's a reason why less than half of all adults can readily list their values – it's not like they automatically spring to mind for everyone. It requires laying a foundation to start, to get in the right mindset. Answer the 4 prompts that follow to get you warmed up:

1. Think of a peak experience or meaningful moment in your life (it probably energized you). What was happening? What values were you honoring at the time?

2. Think of when you were the happiest, most proud, or most fulfilled in your life. What was happening during those times? What factors were contributing to your happiness, pride, or fulfillment?

3. Think of a time when you were particularly upset or frustrated. What was happening? What values were being suppressed or violated?

4. Think of someone that has been a hero or someone you admire. What values do they embody?

STEP 2: Inspiration.

Below are a set of common values, intended to help stimulate what yours might be. Circle any word that stands out as being extra important to you. Don't overthink it – just react.

Acceptance	Cleverness	Discovery
Accomplishment	Comfort	Discretion
Accountability	Commitment	Diversity
Accuracy	Common sense	Drive
Achievement	Communication	Dynamism
Adaptability	Community	Economy
Adventurousness	Compassion	Effectiveness
Alertness	Competence	Efficiency
Altruism	Competitiveness	Elegance
Ambition	Confidence	Empathy
Amusement	Connection	Empowerment
Assertiveness	Consistency	Endurance
Attentiveness	Contentment	Energy
Awareness	Continuous Improvement	Enjoyment
Balance	Contribution	Enthusiasm
Beauty	Control	Ethical
Being the best	Conviction	Equality
Belonging	Cooperation	Excellence
Boldness	Correctness	Excitement
Bravery	Courtesy	Experience
Brilliance	Creativity	Experimentation
Calmness	Credibility	Expertise
Candor	Curiosity	Exploration
Capable	Decisiveness	Expressiveness
Carefulness	Dedication	Fairness
Certainty	Dependability	Faith
Challenge	Determination	Family
Charity	Devotion	Fearlessness
Cheerfulness	Devoutness	Fidelity
Clarity	Dignity	Fitness
Cleanliness	Diligence	Focus
Clear-mindedness	Discipline	Foresight
Fortitude	Liberty	Resourcefulness
Freedom	Logic	Respect
Friendship	Love	Responsibility
Fun	Loyalty	Restraint
Generosity	Making a difference	Results-oriented
Giving	Mastery	Rigor
Goodness	Meaning	Risk-taking
Grace	Merit	Security
Gratitude	Motivation	Self-actualization
		Self-control

STEP 3: Look for central themes

With the first two steps in mind, write down any central themes below:

STEP 4: List your Top 5 values

Write them below. As a check, ask yourself, “Is this truly a core value of mine that I live by, or just one that *should be* a core value?”

STEP 5: Pick the Top 2 driving values in your life

To narrow down from the list of 5, consider these questions:

- What values are *essential* to your life?
- What values are primary drivers of your behavior/how you strive to behave?
- What values represent your *primary way of being*?
- What values are essential to supporting your inner-self?
- What *must* you have in your life to experience fulfillment?

Now, write them below.

CORE VALUE #1:

CORE VALUE #2:

STEP 6: Share your top 2 values with your team/the group. How will they show up at work?

(Note: It’s powerful when you share values with one another. You learn things about people you would have never known. It creates bonds with and deeper understanding of one another.)