Considering Your Core Values

Purpose:
One of the aspects of self-awareness is understanding who you are and who you want to be. Through the fairly automatic self-evaluation process, we compare our "real self" and our "ideal self." Understanding our values helps us define the kind of person that we want to be and can help us decrease the discrepancy between the ideal and real self.

Instructions:
1. **Determine** the values that you hold with highest regard. Consider the principles that guide your behavior and are representative of the kind of person you want to be.
   If you need help, you can:
   - Review the list on the next page and choose your top 5.
   - Consider the values and behaviors of someone that you most respect.
   - Consider the values and behaviors of someone that you least respect.
   - Consider the values that you would most want to instill when raising children or mentoring someone.
   - Consider the things that bring you the most energy and life is most enjoyable. What values are showing up in the moments?
   - Consider the times that you feel more drained or upset. What values are being challenged in those moments?

2. **Rank** the values in order of importance to you
   - Choose the top 5 and put them in order of importance (1-highest importance)

3. **Confirm** that these are the values that are showing up most for you, if these are truly what you value most, and if they are observable by others.
   - Each evening this week, review the final top 10 and capture examples of where you exhibited that core value during the day.
   - Review your bank account statement and your calendar for the last three months.
     - What do you spend the most money on?
     - What do you spend the most time doing?
   - Create your own 360 and share it with trusted family, friends, colleagues

Considering Your Core Values Sample List[1]

Acceptance	Contribution	Genuineness	Loyalty	Safety
Accuracy	Cooperation	Growth	Mastery	Self-Acceptance
Achievement	Courtesy	Health	Mindfulness	Self-Control
Adventure	Creativity	Honesty	Nonconformity	Self-Esteem
Altruism	Dependability	Hope	Openness	Self-Knowledge
Attractiveness	Duty	Humility	Order	Service
Authority	Environment	Humor	Passion	Sexuality
Autonomy	Excitement	Independence	Pleasure	Simplicity
Beauty	Faith	Inner Peace	Popularity	Solitude
Caring	Family	Integrity	Power	Spirituality
Challenge	Fitness	Intimacy	Purpose	Stability
Change	Flexibility	Joy	Rationality	Tolerance
Clarity	Forgiveness	Justice	Realism	Tradition
Comfort	Freedom	Knowledge	Respect	Truth
Commitment	Friendship	Leadership	Responsibility	Virtue
Community	Fun	Leisure	Risk	Wealth
Compassion	Generosity	Love	Romance	World Peace

[1] Adapted from Eurich, Tasha. *Insight : the surprising truth about how others see us, how we see ourselves, and why the answers matter more than we think.* Currency. 2017. Appendix A & W.R. Miller et al. "Personal values card sort." Albuquerque: University of New Mexico, 2001.

Create Your Own 360

Purpose:
How we are seen by others, not just how we see ourselves, is a key component to being truly self-aware. This exercise allows for you to get feedback on the values that others see you exhibiting.

Instructions:
1. You will first need to complete the activity, *Consider Your Core Values,* and have confirmed the values that you view as most important.

2. For each of the 5 values you have chosen, write two behaviors or actions that you see aligning to that value. Survey Content: 5 values 10 questions.

3. Using the sample survey below, create your own survey that will include 10 values and 20 statements with a rating scale for completion.

4. Complete the survey yourself first and then ask several trusted colleagues and/or friends to complete the survey anonymously and return it to you.

5. Compare your ratings to other ratings
   a. Consider the differences in the self-evaluation and others evaluations

6. Have your first coaching session to walk through the results.
   a. This is a good time to identify blind spots, opportunities for behavioral adjustments and strengths.

Create Your Own 360 - Sample Survey

Estimated Time to Complete: 15 minutes
Rating Scale based on Current Behavior Exhibited

Value 1: Risk

1. *Encourages individuals to ask why regularly*
   - ❏ 1 Never
   - ❏ 2 Rarely
   - ❏ 3 Sometimes
   - ❏ 4 Always
   - ❏ N/A I don't know

2. *Steps out of their own comfort zone*
   - ❏ 1 Never
   - ❏ 2 Rarely
   - ❏ 3 Sometimes
   - ❏ 4 Always
   - ❏ N/A I don't know

Value 2: Growth

3. *Explores the reasons for mistakes, and learns from them*
   - ❏ 1 Never
   - ❏ 2 Rarely
   - ❏ 3 Sometimes
   - ❏ 4 Always
   - ❏ N/A I don't know

4. *Seeks growth opportunities*
   - ❏ 1 Never
   - ❏ 2 Rarely
   - ❏ 3 Sometimes
   - ❏ 4 Always
   - ❏ N/A I don't know

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