



Soroptimist International of the Americas
GOLDEN WEST REGION
2012 LEADERSHIP TRAINING RETREAT

CORE VALUES DISCOVERY PROCESS

EXERCISE No. 1

This exercise is for individuals to identify their own core values.

After each person in the group has completed this exercise, the group can work collectively to determine the common core values that reflect those of the group as a whole.

INSTRUCTIONS:

Complete the Mountains and Valleys exercise. (See attached)



Mountains and Valleys Instructions

Find the **Mountains and Valleys** chart on the next page.

Before continuing put hash marks on the dotted line in 5 or 10 year increments depending how old you are. The idea is to begin from childhood on the left and continue to the present day on the right.

Identify Milestones

1. Identify events in your life or career that were **milestone** events. These were significant or life changing and the type of thing someone would write in a biography about your life. These could be highly positive or negative events.
2. For each milestone, put a mark on the dotted line to indicate where in time that event occurred. Then Label the event. Try to identify 7-10 significant events.
3. For the each positive milestone, put a check mark above the line representing how highly satisfying or positive that event was for you.
4. For the each negative milestone, put a check mark below the line representing how unsatisfying or negative that event was for you.

Identify Values

1. Identify values for each event and write them next to the appropriate check mark above or below the line. For each check mark above the line, ask yourself: "What values were present or honored that made it so **satisfying** for me?"
2. For each check mark below the line, ask yourself: "What values were absent or threatened that made it so **unsatisfying** for me?"
3. For each of these milestone events, look at the list of values you have identified and consider if there is anything even **deeper** than these. What values are essential to your perfect world?

After you go through this initially on your own, talking with someone about each event may help clarify and stimulate other important values overlooked at first.

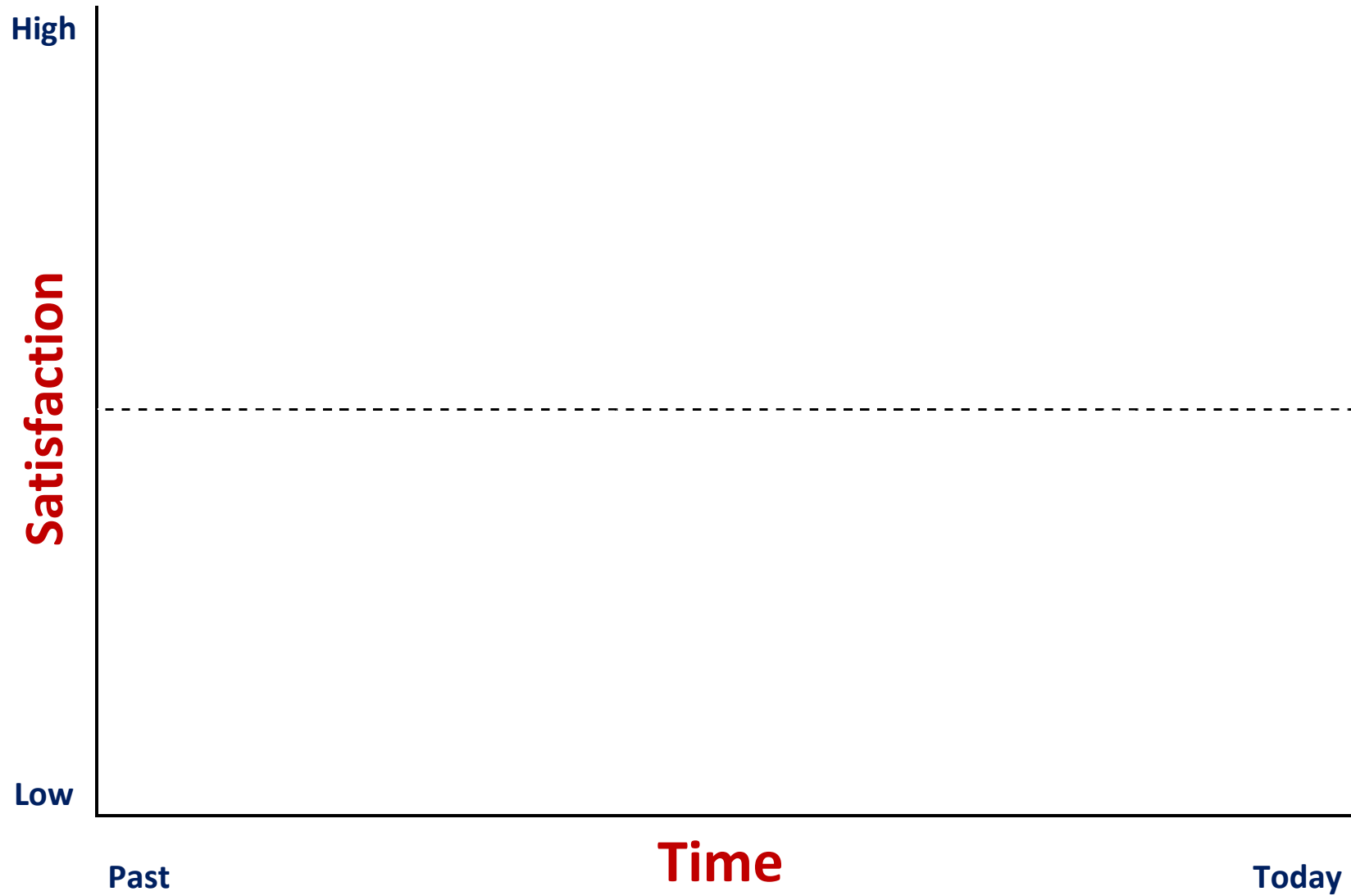
Consolidate Values

Looking across all the events, pick your top 5 to 8 values that matter the most to you. You can base this on how much they showed up on the map, or how strongly you feel about them.

Put them on the **My Core Values** sheet on the last page.



Mountains and Valleys Chart





My Core Values

From the Mountains and Valleys exercise, list the top values you discovered that most represent who you are (The particular order does not matter.)

List Your Top Values

For each value on the left ask yourself the following questions to help you reduce this list to just your top 3 to 5 core values. It may help to talk to a friend or coach to walk you through this.

- What is really important to me about that? Look for deeper values.
- Could I live without it?
- Does it compel me even in the face of adversity and difficulty?

Write your top 3-5 values below. If you clearly notice that some values are more important to you than others, you can put them in order of significance.

Write a sentence about each value and why it is so important to you.

Your Core Values	What Each Value Means (Create a definition that is meaningful to you)
1.	
2.	
3.	
4.	
5.	



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EXERCISE No. 2

The goal of this exercise is to work collectively to begin the process of determining the common core values that reflect the group as a whole.

INSTRUCTIONS:

1. Post large sheets of paper or poster board around the room. Ask individuals to write one personal core value (from the Mountains & Valleys exercise) at the top of a sheet paper. Each sheet should reflect a different value.
2. Participants should then be directed to move around the room reading the entries on each sheet.
3. Participants should put a star after all values similar to their own personal core values. They should not write that core value again. (Once is enough!)
4. If a participant finds there is NOT a core value matching one of their personal values, they should add their personal value to one of the sheets.
5. At the conclusion of this exercise collect all the sheets and make one master list of all the core values identified. Alphabetize the list to make it easy to remove duplicate entries. Combine similar values if it makes sense. When you are done you will have a list of core values to use in Exercise No. 3.

☺ Encourage participants to share their thoughts with others during this process!



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EXERCISE No. 3

Create Unique GWR Core Values

Congratulations! Working together, you have a good start on discovering the common core values of your group! Now it is time to further refine the list you developed in Exercise 2.

INSTRUCTIONS:

You can do this exercise individually, in small groups or in one large group:

- Look at the list of core values generated during Exercise No. 2
- Choose 5-10 of these values that would inspire you to get up every morning
- Take these values and write down what they mean to you. Start with verbs so you will end up with action statements
- Limit each statement to 10 words or less

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EXERCISE No. 4

INSTRUCTIONS:

Finalize the List of Your Club's Unique Core Values

Make one list of all value statements from Exercise No. 3. Working as a group, compare the statements. Note words that are used more than once. Combine statements that are similar.

When you reach the point when all statements are unique, congratulate yourself because you have just discovered and documented your club's core values!

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List of Values

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|---------------------|----------------------|--------------------|
| 1. Abundance | 45. Candor | 89. Curiosity |
| 2. Acceptance | 46. Capability | 90. Daring |
| 3. Accessibility | 47. Care | 91. Decisiveness |
| 4. Accomplishment | 48. Carefulness | 92. Decorum |
| 5. Accuracy | 49. Celebrity | 93. Deference |
| 6. Achievement | 50. Certainty | 94. Delight |
| 7. Acknowledgement | 51. Challenge | 95. Dependability |
| 8. Activeness | 52. Charity | 96. Depth |
| 9. Adaptability | 53. Charm | 97. Desire |
| 10. Adoration | 54. Chastity | 98. Determination |
| 11. Adroitness | 55. Cheerfulness | 99. Devotion |
| 12. Adventure | 56. Clarity | 100. Devoutness |
| 13. Affection | 57. Cleanliness | 101. Dexterity |
| 14. Affluence | 58. Clear-mindedness | 102. Dignity |
| 15. Aggressiveness | 59. Cleverness | 103. Diligence |
| 16. Agility | 60. Closeness | 104. Direction |
| 17. Alertness | 61. Comfort | 105. Directness |
| 18. Altruism | 62. Commitment | 106. Discipline |
| 19. Ambition | 63. Compassion | 107. Discovery |
| 20. Amusement | 64. Completion | 108. Discretion |
| 21. Anticipation | 65. Composure | 109. Diversity |
| 22. Appreciation | 66. Concentration | 110. Dominance |
| 23. Approachability | 67. Confidence | 111. Dreaming |
| 24. Articulacy | 68. Conformity | 112. Drive |
| 25. Assertiveness | 69. Congruency | 113. Duty |
| 26. Assurance | 70. Connection | 114. Dynamism |
| 27. Attentiveness | 71. Consciousness | 115. Eagerness |
| 28. Attractiveness | 72. Consistency | 116. Economy |
| 29. Audacity | 73. Contentment | 117. Ecstasy |
| 30. Availability | 74. Continuity | 118. Education |
| 31. Awareness | 75. Contribution | 119. Effectiveness |
| 32. Awe | 76. Control | 120. Efficiency |
| 33. Balance | 77. Conviction | 121. Elation |
| 34. Beauty | 78. Conviviality | 122. Elegance |
| 35. Being the best | 79. Coolness | 123. Empathy |
| 36. Belonging | 80. Cooperation | 124. Encouragement |
| 37. Benevolence | 81. Cordiality | 125. Endurance |
| 38. Bliss | 82. Correctness | 126. Energy |
| 39. Boldness | 83. Courage | 127. Enjoyment |
| 40. Bravery | 84. Courtesy | 128. Entertainment |
| 41. Brilliance | 85. Craftiness | 129. Enthusiasm |
| 42. Buoyancy | 86. Creativity | 130. Excellence |
| 43. Calmness | 87. Credibility | 131. Excitement |
| 44. Camaraderie | 88. Cunning | 132. Exhilaration |

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| 133. Expectancy | 180. Holiness | 228. Meticulousness |
| 134. Expediency | 181. Honesty | 229. Mindfulness |
| 135. Experience | 182. Honor | 230. Modesty |
| 136. Expertise | 183. Hopefulness | 231. Motivation |
| 137. Exploration | 184. Hospitality | 232. Mysteriousness |
| 138. Expressiveness | 185. Humility | 233. Neatness |
| 139. Extravagance | 186. Humor | 234. Nerve |
| 140. Extroversion | 187. Hygiene | 235. Obedience |
| 141. Exuberance | 188. Imagination | 236. Open-mindedness |
| 142. Fairness | 189. Impact | 237. Openness |
| 143. Faith | 190. Impartiality | 238. Optimism |
| 144. Fame | 191. Independence | 239. Order |
| 145. Family | 192. Industry | 240. Organization |
| 146. Fascination | 193. Ingenuity | 241. Originality |
| 147. Fashion | 194. Inquisitiveness | 242. Outlandishness |
| 148. Fearlessness | 195. Insightfulness | 243. Outrageousness |
| 149. Ferocity | 196. Inspiration | 244. Passion |
| 150. Fidelity | 197. Integrity | 245. Peace |
| 151. Fierceness | 198. Intelligence | 246. Perceptiveness |
| 152. Financial independence | 199. Intensity | 247. Perfection |
| 153. Firmness | 200. Intimacy | 248. Perkiness |
| 154. Fitness | 201. Intrepidness | 249. Perseverance |
| 155. Flexibility | 202. Introversion | 250. Persistence |
| 156. Flow | 203. Intuition | 251. Persuasiveness |
| 157. Fluency | 204. Intuitiveness | 252. Philanthropy |
| 158. Focus | 205. Inventiveness | 253. Piety |
| 159. Fortitude | 206. Investing | 254. Playfulness |
| 160. Frankness | 207. Joy | 255. Pleasantness |
| 161. Freedom | 208. Judiciousness | 256. Pleasure |
| 162. Friendliness | 209. Justice | 257. Poise |
| 163. Frugality | 210. Keeness | 258. Polish |
| 164. Fun | 211. Kindness | 259. Popularity |
| 165. Gallantry | 212. Knowledge | 260. Potency |
| 166. Generosity | 213. Leadership | 261. Power |
| 167. Gentility | 214. Learning | 262. Practicality |
| 168. Giving | 215. Liberation | 263. Pragmatism |
| 169. Grace | 216. Liberty | 264. Precision |
| 170. Gratitude | 217. Liveliness | 265. Preparedness |
| 171. Gregariousness | 218. Logic | 266. Presence |
| 172. Growth | 219. Longevity | 267. Privacy |
| 173. Guidance | 220. Love | 268. Proactivity |
| 174. Happiness | 221. Loyalty | 269. Professionalism |
| 175. Harmony | 222. Majesty | 270. Prosperity |
| 176. Health | 223. Making a difference | 271. Prudence |
| 177. Heart | 224. Mastery | 272. Punctuality |
| 178. Helpfulness | 225. Maturity | 273. Purity |
| 179. Heroism | 226. Meekness | 274. Realism |
| | 227. Mellowness | 275. Reason |

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| 276. Reasonableness | 324. Spunk | 372. Wonder |
| 277. Recognition | 325. Stability | 373. Youthfulness |
| 278. Recreation | 326. Stealth | 374. Zeal |
| 279. Refinement | 327. Stillness | |
| 280. Reflection | 328. Strength | |
| 281. Relaxation | 329. Structure | |
| 282. Reliability | 330. Success | |
| 283. Religiousness | 331. Support | |
| 284. Resilience | 332. Supremacy | |
| 285. Resolution | 333. Surprise | |
| 286. Resolve | 334. Sympathy | |
| 287. Resourcefulness | 335. Synergy | |
| 288. Respect | 336. Teamwork | |
| 289. Rest | 337. Temperance | |
| 290. Restraint | 338. Thankfulness | |
| 291. Reverence | 339. Thoroughness | |
| 292. Richness | 340. Thoughtfulness | |
| 293. Rigor | 341. Thrift | |
| 294. Sacredness | 342. Tidiness | |
| 295. Sacrifice | 343. Timeliness | |
| 296. Sagacity | 344. Traditionalism | |
| 297. Saintliness | 345. Tranquility | |
| 298. Sanguinity | 346. Transcendence | |
| 299. Satisfaction | 347. Trust | |
| 300. Security | 348. Trustworthiness | |
| 301. Self-control | 349. Truth | |
| 302. Selflessness | 350. Understanding | |
| 303. Self-reliance | 351. Unflappability | |
| 304. Sensitivity | 352. Uniqueness | |
| 305. Sensuality | 353. Unity | |
| 306. Serenity | 354. Usefulness | |
| 307. Service | 355. Utility | |
| 308. Sexuality | 356. Valor | |
| 309. Sharing | 357. Variety | |
| 310. Shrewdness | 358. Victory | |
| 311. Significance | 359. Vigor | |
| 312. Silence | 360. Virtue | |
| 313. Silliness | 361. Vision | |
| 314. Simplicity | 362. Vitality | |
| 315. Sincerity | 363. Vivacity | |
| 316. Skillfulness | 364. Warmth | |
| 317. Solidarity | 365. Watchfulness | |
| 318. Solitude | 366. Wealth | |
| 319. Soundness | 367. Willfulness | |
| 320. Speed | 368. Willingness | |
| 321. Spirit | 369. Winning | |
| 322. Spirituality | 370. Wisdom | |
| 323. Spontaneity | 371. Wittiness | |

Values source list:

<http://www.stevepavlina.com/articles/list-of-values.htm>