



VALUES WORKSHOP

LEGEND

- 0 = INDIFFERENT
- 1 = IMPORTANT
- 2 = VERY IMPORTANT
- 3 = MOST IMPORTANT

Personal Relationships
Business Base Values
Core Values

Achievement				
Adventure				
Assertiveness				
Authenticity				
Authority				
Autonomy				
Balance				
Beauty				
Boldness				
Caring				
Challenge				
Citizenship				
Cleanliness				
Community				
Compassion				
Competency				
Confidence				
Consideration				
Contribution				
Courage				
Courtesy				
Creativity				
Curiosity				
Determination				
Discipline				
Enthusiasm				
Excellence				
Fairness				
Faithfulness				
Fame				
Flexibility				
Forgiveness				
Fun				
Generosity				
Gentleness				
Growth				
Happiness				
Harmony				
Honor				

Personal Relationships
Business Base Values
Core Values

Humor				
Influence				
Joyfulness				
Humility				
Helpfulness				
Honesty				
Justice				
Kindness				
Knowledge				
Leadership				
Learning				
Love				
Loyalty				
Mercy				
Moderation				
Modesty				
Openness				
Optimism				
Orderliness				
Patience				
Peace				
Pleasure				
Purposefulness				
Reason				
Recognition				
Reliability				
Reputation				
Respect				
Responsibility				
Security				
Service				
Spirituality				
Stability				
Status				
Success				
Tolerance				
Trust				
Wealth				
Wisdom				

INSTRUCTIONS

This is how the legend works, the following numbers mean:

0 = Indifferent

- Value not important to me or does not apply in this area of my life

1 = Important

- Valuable, basic, or necessary to me, not my main focus, but good to have

2 = Very Important

- Very valuable to me, a mid-to-high-level value & deserves emphasis

3 = Most Important

- Most valuable to me, an absolute key to living and in my list of top values/virtues

Do one column at a time. Rate importance of virtue/value with either a 0, 1, 2, or 3.

Step 1) Do Personal column - Virtues you'd like to see in yourself & values you'd like to embody

Step 2) Do Relationships column - Virtues & values important in your close friends & family

Step 3) Do Business column - Virtues & values important to your business & professional life

Step 4) Score Base Values for each row by adding Personal + Relationships + Business #'s

Step 5) Next circle all 9's and important 8's in 'Base Values' column

Step 6) Compare your circled Base Values against one another & add tally marks to Core Values

6a) Weigh each circled Base Value against each other and give what you consider the higher of the two values a tally mark in the Core Values column. When comparing circled values to one another, you can ask yourself:

- Which value is higher or more fundamental? (which feels more important?)
- Is one a prerequisite of the other? (having X is required to have Y)
- Or if you had to choose just one, which would you pick? (which would serve you best overall)
- And if you can't choose just one, then give a tally mark to both. (choose one if you can, though)

6b) In the example below, we consider the 6 circled Base Values in this order:

- Authenticity vs Growth - Authenticity vs Honesty - Authenticity vs Responsibility - Authenticity vs Trust - Authenticity vs Wisdom
- Growth vs Honesty - Growth vs Responsibility - Growth vs Trust - Growth vs Wisdom
- Honesty vs Responsibility - Honesty vs Trust - Honesty vs Wisdom
- Responsibility vs Trust - Responsibility vs Wisdom
- Trust vs Wisdom

6c) Follow the process like this until each circled Base Value has been compared against each other just once. When comparing circled values, really try to choose which of the two is most valuable, if you simply cannot choose one over the other, then it is acceptable to add a tally mark to both values.

Example:



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Personal/Self

	1	2	3	6
Achievement	1	2	3	6
Adventure	1	2	3	4
Assertiveness	2	3	4	6
Authenticity	3	4	5	9
Authority	2	3	4	6
Autonomy	2	3	4	6
Fairness	1	2	3	3
Faithfulness	2	3	4	6
Fame	0	0	0	3
Flexibility	1	2	3	5
Forgiveness	2	3	4	5
Fun	1	1	2	3
Generosity	2	2	3	5
Gentleness	2	1	2	3
Growth	3	2	3	8
Happiness	2	2	1	5
Harmony	1	1	1	3
Honor	2	1	3	6

Personal/Self

	1	2	3	4	5	6
Humor	1	1	3	4		
Influence	1	1	3	5		
Joyfulness	2	3	1	6		
Humility	2	3	2	7		
Helpfulness	2	2	2	6		
Honesty	3	3	2	9		
Respect	3	2	2	5		
Responsibility	3	3	3	9		6
Security	1	1	0	2		
Service	0	0	3	3		
Spirituality	2	1	0	3		
Stability	2	1	1	4		
Status	1	0	2	3		
Success	3	1	3	7		
Tolerance	2	1	1	4		
Trust	3	3	3	9		
Wealth	2	0	3	5		
Wisdom	3	3	3	9		

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Step 7) Then finally go through and as shown above put a star in front of the values with the most tally marks. Ending up with 3-7 is ideal. If you have more than 8 you may want to put those starred values/virtues through one final round of comparative tallying. When the exercise is complete, you will be left with the sort of values you might find on a family crest or coat of arms. In the shortened example case above, the core values turned out to be Honesty, Responsibility, Trust, & Wisdom.

Once you've worked your way through this process you'll have dug into your *core values*! Repeat this exercise yearly, since as we grow & time passes we all shift as to what we value.