



# Tool

## Identify your values

SOURCE: Adapted from Carol Wilson, *Best Practice in Performance Coaching*.

### HOW TO DO THE EXERCISE:

1. Start by selecting your top 10 values by marking the box – feel free to add other values that matter to you if not on the list.
2. Then prioritise this list of 10 down to your top 3 values – those which are essential to who you are and how you work.
3. Ask yourself the following questions: *What do I notice? What impact is this having on your life? How would you like it to be? What is the impact of not changing? What would you like to do about it?*

### OPTIONS:

1. If you work in an organisation, you can use this exercise to contract your values and those of your employer by selecting the top 10 values for you personally (mark with a P in the box); the top 10 which best describe the current culture of your workplace (mark with a C in the box).
2. To develop your thinking about Values further try the VALUES DEFINITION exercise.

## Values questionnaire

Accountability	Cooperation	Hierarchy	Personal growth
Achievement	Courage	Human rights	Philanthropy
Ambition	Diversity	Humility	Positive feedback
Balance (home/work)	Ease with uncertainty	Humour/fun	Power
Being liked	Efficiency	Image	Pride
Being the best	Empathy	Independence	Professional growth
Caution	Empire building	Information sharing	Profit
Clarity	Environmental awareness	Innovation	Reliability
Commitment	Excellence	Integrity	Respect
Community	Exploitation	Intuition	Risk-taking
Compassion	Family	Leadership	Self-belief
Competition	Financial stability	Logic	Self-discipline
Collaboration	Flat structure	Long-term perspective	Speed
Confidence	Friendships	Making a difference	Skills training
Conflict resolution	Future generations	Mission focus	Status
Continuous learning	Generosity	Openness	Teamwork
Control	Global perspective	Perseverance	Tradition
Creativity	Health and wellbeing	Personal fulfillment	Vision