

Living Into Your Values

Cira Collins

Values Exercises

Personal Values

Instructions:

1. From the attached list, read the listed values. At first pass, circle any value you feel represents you.
2. At the second pass, narrow your list of circled values down to 12 values maximum.
3. Group those values in ways that seem organic, ending with at least three groups.
4. From those groups choose the best word to describe your values and eliminate the others
5. Narrow the remaining words down to three.

Corporate Values

Instructions:

If your team already has values selected, test to see if they still ring true. Can you think of a story where the stated value was honored, even when it was hard? Can you think of a story where the stated value was not honored? Which story is easier to come up with? If it is easy to find a story where the value was not honored, it may be time to do this values exercise. If you find it easy to see ways that your values inform your decisions, it may be helpful to look at this list and see if any other values better represent the ethos of your practice. If you find you have easier examples of when the value was not honored, it's time to either choose new values or recommit to those you agree are in play. Either way, your team will be clearer.

To choose new values:

1. As a team, ask each person to select five values that they think are currently in play at your practice quietly.
2. Have each person share their thoughts and write them down. If the values repeat themselves, this is great! Put a tally mark.
3. Put the values in order from most tallies to least.
4. For each value, ask if the value is true now or if it is aspirational. Mark with C(urrent) or A(spirational)
5. Now remake the list into two, still ordered by most tallies to least: Current Values and Aspirational Values
6. Discuss the top three of each list as a group and see if you can reach consensus about the practice's top three values.
7. When the values are decided, test them next time you have a difficult moment.
8. At the next meeting, ask people to bring the difficult moment stories and how the value guided them in making the right decision for the practice. Tweak as needed.

Note: You may choose to stop after Step 5 and allow leadership to select the final values.

Personal Values Exercise

Accountability	Cooperation	Grit	Meaningful Work	Self-Expression
Achievement	Courage	Growth	Making a difference	Self-respect
Adaptability	Creativity	Harmony	Nature	Serenity
Adventure	Curiosity	Health	Openness	Service
Altruism	Determination	Home	Optimism	Simplicity
Ambition	Dignity	Honesty	Order	Spirituality
Appreciation	Diversity	Hope	Parenting	Sportsmanship
Authenticity	Efficiency	Humility	Patience	Stability
Authority	Empathy	Humor	Patriotism	Stewardship
Autonomy	Environment	Inclusion	Peace	Status
Balance	Equality	Independence	Perseverance	Success
Beauty	Ethics	Influence	Personal Fulfillment	Teamwork
Being the Best	Excellence	Initiative	Pleasure	Thrift
Belonging	Fairness	Inner Harmony	Poise	Time
Boldness	Faith	Innovation	Popularity	Tradition
Career	Fame	Integrity	Power	Travel
Caring	Family	Intuition	Pride	Trust/
Challenge	Financial Stability	Job security	Recognition	Truth
Citizenship	Forgiveness	Joy	Reliability	Understanding
Collaboration	Freedom	Justice	Reputation	Uniqueness
Commitment	Friendship	Kindness	Resourcefulness	Usefulness
Community	Fun	Knowledge	Respect	Vision
Compassion	Future Generations	Leadership	Responsibility	Vulnerability
Competence	Generosity	Learning	Risk-Taking	Wealth
Confidence	Giving Back	Legacy	Safety	Well-being
Connection	Grace	Leisure	Security	Wisdom
Contentment	Gratitude	Love	Self-Discipline	
Contribution		Loyalty		

Corporate Values

Accountability	Cooperation	Grace	Loyalty	Security
Achievement	Courage	Gratitude	Meaningful Work	Serenity
Adaptability	Creativity	Grit	Making a difference	Service
Adventure	Determination	Growth	Nature	Simplicity
Altruism	Dignity	Harmony	Openness	Stability
Ambition	Disruptive	Health	Optimism	Stewardship
Appreciation	Diversity	Honesty	Order	Status
Authenticity	Efficiency	Hope	Patience	Success
Authority	Empathy	Humility	Patriotism	Teamwork
Autonomy	Environment	Humor	Peace	Thrift
Balance	Equality	Inclusion	Perseverance	Time
Beauty	Ethics	Impatient	Personal Fulfillment	Tradition
Being the Best	Excellence	Independence	Pleasure	Travel
Belonging	Fairness	Influence	Popularity	Trustworthiness
Boldness	Faith	Initiative	Power	Truth
Caring	Fame	Innovation	Pride	Understanding
Challenge	Family	Integrity	Recognition	Uniqueness
Citizenship	Financial Stability	Joy	Reliability	Usefulness
Collaboration	Freedom	Justice	Reputation	Vision
Commitment	Friendship	Kindness	Respect	Vulnerability
Community	Fun	Knowledge	Responsibility	Wealth
Compassion	Future Generations	Leadership	Risk-Taking	Well-being
Competence	Generosity	Learning	Safety	Whole-heartedness
Connection	Giving Back	Legacy		Wisdom
Contribution		Love		

