

VALUES ARTICULATION EXERCISE

A 3-Step Reflection to Clarify What Matters Most

Purpose

This exercise helps you identify your core values—what truly matters to you—so that your coaching goals, decisions, and actions are aligned with who you are, not just what feels urgent or expected.

Please don't rush this process. There are no right or wrong answers. This is about *you*.

Instructions

- Complete this exercise thoughtfully and honestly.
 - If completing digitally, type directly into the fields.
 - If completing on paper, feel free to write, underline, and circle.
 - Neatness does not count.
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What Are Values?

Values are the essence of who you are and how you experience the world.

Like the operating system on your computer, your values quietly guide your decisions, priorities, and behavior—often without you realizing it.

Identifying your core values is powerful. They serve as your own **North Star**—a personal guidance system that helps you make sense of choices, challenges, and transitions.

Effective coaching honors and works from each client's unique set of values. This exercise lays the foundation for the goals and action planning we will do together.

Step 1: Mining for Values

Part A: When Your Values Were Honored

Think of a time when you felt deeply moved, fulfilled, energized, or connected.

Reflect and make notes:

- What was happening?
 - Who was involved?
 - How did you feel in that moment?
 - What values do you believe were being honored?
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Part B: When Your Values Were Not Honored

Now think of a time when you felt angry, discouraged, afraid, or outraged. Strong emotional reactions often signal that important values were compromised.

Using the same questions above, reflect:

- What was happening?
- Who was involved?
- How did you feel?
- What values do you believe were not being honored?

(Note: Discomfort here is normal—and often informative.)

Step 2: Identify Your Top 10 Values

Below is a list of commonly held values. This list is not exhaustive—it is simply a starting point.

Instructions

- Review the list and **select 10–15 values** that feel important or resonate strongly.
- Go with your **first instinct**—don't overthink it.
- After selecting values, list your **Top 10** on the next page in rank order.
- You may combine similar values (one core value with related sub-values).

There are no right or wrong answers. You are the decider!

Values List (Select/Highlight 10-15)

- Abundance
- Accomplishment
- Accountability
- Accuracy
- Authenticity
- Beauty
- Calm
- Choice
- Collaboration
- Community
- Completeness
- Connection
- Continuity
- Contribution
- Courage
- Creativity
- Directness

- Discipline
- Efficiency
- Equality
- Faith
- Family
- Freedom
- Friendship
- Full Self-Expression
- Gratitude
- Hard Work
- Home
- Humor
- Independence
- Joy
- Justice
- Kindness
- Knowledge
- Leadership
- Learning
- Liberty
- Love
- Loyalty
- Money
- Peace
- Personal Power
- Playfulness
- Pleasure
- Precision
- Service
- Simplicity
- Spirituality
- Tradition
- Transparency
- Trust
- Truth
- Wisdom

Other values not listed:

Your Top 10 Values (Ranked)

- 1.
 - 2.
 - 3.
 - 4.
 - 5.
 - 6.
 - 7.
 - 8.
 - 9.
 - 10.
-

Step 3: Identify Your Top 5 Core Values

Now narrow your list to your **Top 5 Core Values**.

If you had to protect only five values—because everything else depended on them—which five could you not live without? Don't worry, values 6-10 can be nested into your top 5 as sub-values.

Values evolve. This list reflects what matters most to you *right now*.

Your Top 5 Core Values (Ranked)

- 1.
 - 2.
 - 3.
 - 4.
 - 5.
-
-

VALUES SUMMARY (Keep This Page)

A one-page snapshot of what matters most to me

My Top 5 Core Values

(You may include related sub-values in parentheses.)

1. _____
Sub-values (optional): _____
 2. _____
Sub-values (optional): _____
 3. _____
Sub-values (optional): _____
 4. _____
Sub-values (optional): _____
 5. _____
Sub-values (optional): _____
-

When These Values Are Honored, I Tend to Feel / Show Up As

- _____
 - _____
 - _____
-

Warning Signs My Values May Be Compromised

- _____
- _____
- _____

Using My Values as a Decision Filter

When facing an important decision, challenge, or opportunity, I will ask:

- Which values are being honored here?
- Which values might be compromised?
- What choice best aligns with who I want to be?

One Intentional Action I Will Take

Action: _____

When: _____

Support or reminder I need: _____

Values evolve. This summary reflects what matters most to me right now.

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