



## Core Values Articulation Exercise

**Instructions:** *Print out, read, and do Steps 1-3 with a pencil or pen.*

### What are Values?

Values are the essence of who you are and inform how you experience the world. Like the operating system on your computer, your values guide and direct your life and worldview. Think of values as your “must-haves” for happiness and well-being in all contexts of your life – work, home, leisure, spirituality, and romance, to name a few.

Identifying your core values is important. They are like your own “North Star,” a personal guidance system throughout your life. Effective coaching relationships tap into each client’s unique set of values. Powerful, fulfilling living recognizes and honors one’s core values.

### So, what are YOUR Values?

Let’s find out! The following three-step exercise is preparation for developing goals and outcomes for our coaching together. These goals and the action planning to achieve them will be informed and infused by your core values (and sub-values).

*Don’t rush. Use a hard copy of this document to mark up, make notes, and reflect.*

### Step #1: Mining for Values

**1-A:** Think of a time when you were really “moved” by something. Or remember a peak experience or a profound connection with another. *Those were experiences in which your values were truly honored.* Take a moment to make notes about one of these peak moments or poignant experiences:

- What was going on?
- Who was there with you?
- How did you feel in that moment?
- What values do you think were being honored? (Need some ideas? See the list of example values on the next page.)

**1-B:** Now, think of a time when you felt angry, offended, outraged or afraid. (Most likely, one or more of your values were *NOT* being honored.) Take a moment to make notes about these experiences:

- What was going on?
- Who was there with you?
- How did you feel in that moment?
- What values do you think were *not* being honored? (Again, see list of example values on next page for ideas.)

## Core Values Articulation Exercise

### Step #2: Identifying Top 10 Values

The following chart contains examples of frequently held values. This list is to serve as a sample and by no means is it intended to be exhaustive or complete. **Feel free to add values to the list.**

We have our own unique hierarchy of values. We hold many values, and some are more deeply held than others. We have our strongest core values plus related values in sub-categories. For example, one may identify “truth” as a main core value which also represents similar sub-values of “authenticity,” “honesty” and “integrity.” Note: **There are no incorrect answers or wrong rankings**; we are all unique in how we order and hold our values. Often we continue to refine and reorder our values throughout life.

#### Examples of Core Values

Abundance	Discipline	Learning
Accomplishment	Efficiency	Liberty
Accountability	Equality	Love
Accuracy	Faith	Loyalty
Authenticity	Family	Money
Beauty	Freedom	Peace
Calm	Friendship	Personal Power
Collaboration	Full Self-Expression	Playfulness
Competition	Gratitude	Pleasure
Completeness	Hard Work	Precision
Choice	Home	Service
Continuity	Humor	Simplicity
Community	Independence	Spirituality
Connection	Joy	Tradition
Contribution	Justice	Transparency
Courage	Kindness	Trust
Creativity	Knowledge	Truth
Directness	Leadership	Wisdom

From the list above, circle 10-to-15 values that attract you and just feel “right” as values you hold. Now, write down your **Top 10 Values** in rank order below. If you had more than 10 circled above, choose one as the main value and then put the sub-values it represents beside it. (e.g., *Truth - Integrity, Honesty*)

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

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### Step #3: Identify Top 5 Core Values

Got 10? Well done! Now, let's narrow the list to your **Top 5 Core Values**.

As in Step #2, combine and rank your Top 10 to come up with your Top 5 most important core values.

Don't worry: Values 6-10 won't disappear; you wrote them down on page 2! (If you wish, you can also "nest" Values 6-10 in your Top 5 Values, as sub-values.)

The goal of this exercise is simply to identify your five most important "must-have" values. These are *your* values as you understand them right now. You have the right to amend and edit the list later as your understanding of yourself evolves!

#### Top 5 Core Values (rank order)

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

We will discuss your Top 5 Core Values during our first meetings and refer back to them throughout our coaching engagement.