

## Clarifying Your Personal Core Values

Your core values are the ones you **choose** to live and lead by. You might see them like this:

- How would you love to have things be around you? Full of, or rich with Value X, Y, Z.
- If you were to think about how you would apportion your time and your priorities, what would you want to be creating?
- If someone were to secretly watch how you make decisions, what you emphasize in your speech and the actions you take, **what are the values you would want them to see?**
- If your children, staff, friends, or casual observers were to ask about you, “What does he or she stand for?” What would you want them to say?

Here is how I recommend using the following page:

Step 1: From the list of core values, check the 10 that are most important to you.

Step 2: From the 10 you checked, circle your 3 paramount values.

Step 3: Put those top 3 values on the “pie” below. The pieces do not have to be of equal size; instead, cut the pie into sizes that reflect the relative importance of those values to you.

If you get into the middle and have questions, refer to these Frequently Asked Questions.

### Frequently Asked Questions:

Q: Can I change or add a value?

A: Absolutely! This is your list.

Q: Can I pick more than three?

A: Try to stick to three. The point is to prioritize.

Q: Are my values supposed to be for work or for home or what?

A: It's for you. The goal is to be one person and be able to live your values wherever they are. If, it seems terribly difficult to embrace and live your values at work, then you might think about how you can lead with them. In the end if there is huge conflict between your organization's values and yours, it might make sense to start looking for more suitable work?

Q: Can I combine values?

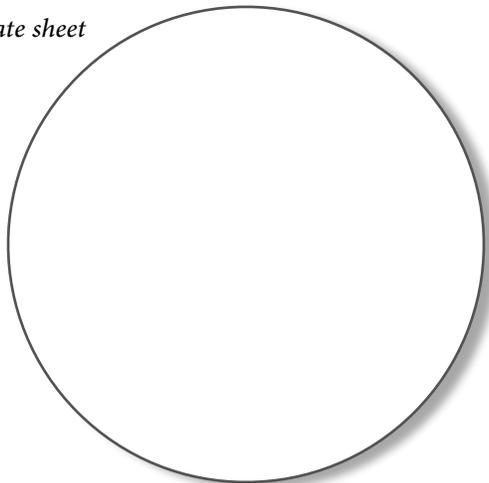
A: Yes and no. It may be that one value captures the concept of a few others. But it's important not to compromise on your values. Pick (or add on your own) the values that you are really committed to and passionate about. Don't water them down!

## CORE VALUES

("X" your top 10. Then # your top 3. Label the pie chart with the top 3.)

|                               |                                       |
|-------------------------------|---------------------------------------|
| ___ Adventurous               | ___ Helpful                           |
| ___ Aesthetically pleasing    | ___ Helping society                   |
| ___ Ambitious                 | ___ Honest                            |
| ___ Appreciative-positive     | ___ Inclusive                         |
| ___ Autonomous                | ___ Independent                       |
| ___ Casual, no b.s.           | ___ Inner harmony (promoting)         |
| ___ Challenging problems      | ___ Integrity-based                   |
| ___ Changing, full of variety | ___ Intense                           |
| ___ Competitive               | ___ Kind                              |
| ___ Decisive                  | ___ Knowledge-based                   |
| ___ Ecologically sustainable  | ___ Learning                          |
| ___ Economically secure       | ___ Meaningful                        |
| ___ Equal-egalitarian         | ___ Meritocratic                      |
| ___ Excellent                 | ___ Open                              |
| ___ Ethical                   | ___ Organized and orderly             |
| ___ Exciting                  | ___ Other:                            |
| ___ Expert                    | ___ Peaceful                          |
| ___ Faithful                  | ___ Personally developing, stretching |
| ___ Famous – standout group   | ___ Quality-focused                   |
| ___ Family-respecting         | ___ Responsible-accountable           |
| ___ Family-like (at work)     | ___ Relationship-building             |
| ___ Fast-paced                | ___ Self-respecting                   |
| ___ Freeing                   | ___ Spiritual                         |
| ___ Friendly                  | ___ Teamwork-oriented                 |
| ___ Friendship-generating     | ___ Wisdom-based                      |
| ___ Goal-oriented             | ___                                   |

*Print and fill in pie or draw on separate sheet*



## Example Values Pie Chart

