

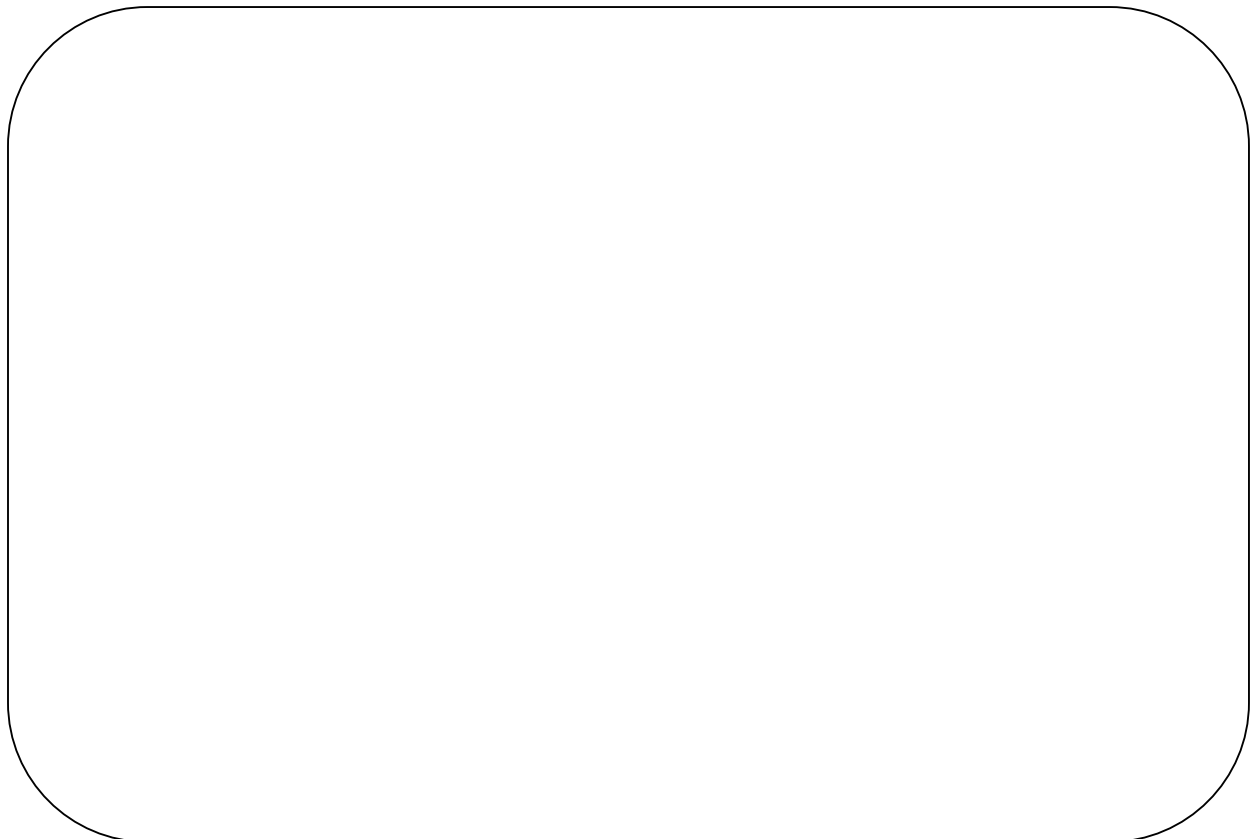
Values Elicitation Exercise

Part 1

You're more likely to achieve your goals when they're not in conflict with your values—the attributes, concepts and qualities that are important to you. That's why we're going to undertake a Values Elicitation exercise to help you establish what your core values really are.

If you've thought about this in the past, you may have some values to put on the list already. In that case you might like to jot them down now, in the space provided below, before you attempt the exercise.

Use this space if you want to mind map your values instead of listing them.



Part 2

For the next part of this exercise, you need to look at the values on this list and identify the importance in your life, of each value on the list. The spaces in the table are for any values of yours that you can't find on this list. (And please tell me what they are!)

We're trying to establish your 'core' values so you may find you're going to have to make some choices. You might like to 'vote' using a grading system (e.g. of stars) or you could write next to each value the initial that corresponds with your feeling about the importance of that value e.g:

V > Very important to me

S > Some importance to me

N > Not particularly important to me

U > Unimportant

More simply, you can strike out the unimportant ones, and circle or highlight the ones that are important to you.

You'll notice that some of the values on this list are very similar: honesty, integrity, truth. And others might overlap them: justice, honour, trust.

Where you notice you've selected several very similar values, you might like to focus on what each means to you, and then identify the most important one from that group.

Achievement	Family	Intimacy	Perseverance	Service
Adventure	Freedom	Inventiveness	Pleasure	Social intelligence
Beauty	Friendship	Justice	Power	Spirituality
Charity	Fun	Kindness	Pride	Strength
Collaboration	Gratitude	Knowledge	Prudence	Success
Commitment	Growth	Leadership	Recognition	Supportiveness
Community	Happiness	Learning	Reason	Talent
Compassion	Harmony	Love	Results	Teamwork
Courage	Health	Mastery	Risk	Trust
Creativity	Honesty	Nature	Security	Truth
Curiosity	Humility	Nurturing	Self-awareness	Wisdom
Dignity	Independence	Open-mindedness	Self-discipline	
Elegance	Individuality	Order	Self-esteem	
Empowerment	Influence	Partnership	Self-expression	
Excellence	Integrity	Peace	Sensitivity	

Part 3

We're aiming to find your personal Top Ten values at this period in your life, because, yes, values and priorities do change.

Use this space if you need to make notes or to draw diagrams to help you work out which values make it to your top ten list.

Part 4

Now select the ten values that are most important to you and write them in order of priority in the table below.

1	
2	
3	
4	
5	
6	
7	
8	
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10	

I can't remember where I saw it, but here's a different technique for *really* prioritising your values. Look at the first two values on your list, and decide which is more important. Put them in the first two places on the first list below; take the value in second place and compare it with the value that you had in third place above. Continue in this way comparing all the values with all the others. (The extra lists are only spares.)

Revised Prioritising

1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

Extra list

1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

Extra list

1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

That's it! But here are some additional copies in case you want to ask someone who knows you well to spot your values or even to run another check yourself.

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Charity	Fun	Kindness	Pride	Strength
Collaboration	Gratitude	Knowledge	Prudence	Success
Commitment	Growth	Leadership	Recognition	Supportiveness
Community	Happiness	Learning	Reason	Talent
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