

Exploring



Your Values

I have learned that as long as
I hold fast to my beliefs and values — and follow my own moral compass — then the only
expectations I need to live up to are my own.

Michelle Obama

Introducing Values

What are they and why do they matter?

1. What are values (and what are they not)?

- ↳ Values are what make you, you. **Values are the things that motivate and drive you.**
- ↳ You don't have work and home values, just one set of values that reflects all of you.

2. Why do values matter in our squiggly careers?

- ↳ When you know your values, they act like a career compass. **They are a helpful filter for your future and will support you to make the right choices for you.**
- ↳ Applying your values to the work that you do will increase the motivation you feel from your job today, and career in the future.
- ↳ Understanding other people's values builds empathy and creates high trust teams.

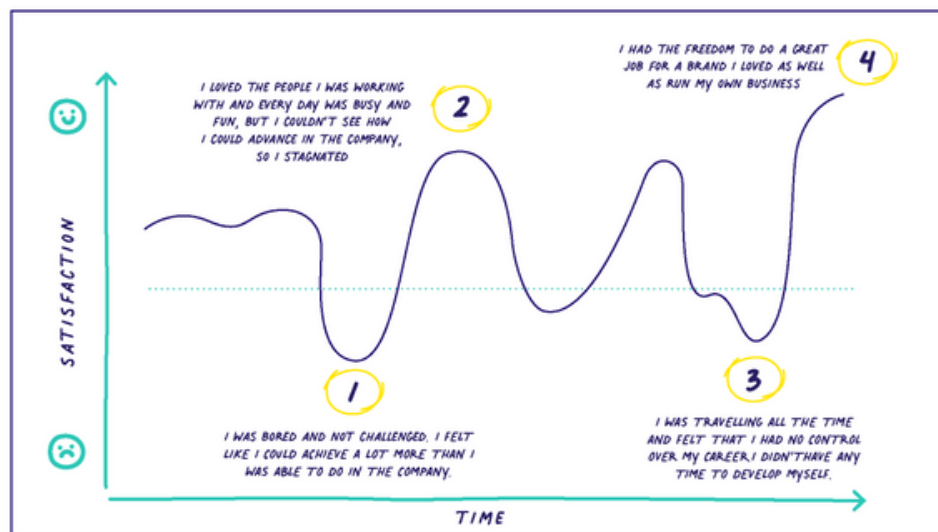
3. How to approach exploring your values

- ↳ You don't need to complete all exercises at the same time.
- ↳ We recommend repeating the exercises as you'll discover new insights each time
- ↳ **Understanding your values takes time** (often years) but these exercises will support you to get started straight away.

Exploring your Values

5 tools to support you to reflect on your values

1. REFLECTING



2. REVIEWING

The people I work with	The work I do
Who I work for	The environment I work in

3. CHOOSING

EXAMPLE VALUES					
Acceptance	Determination	Fun	Justice	Order	Routine
Achievement	Discipline	Growth	Kindness	Partnership	Safety
Appreciation	Diversity	Harmony	Knowledge	Passion	Self-respect
Authority	Efficiency	Health	Learning	Peace	Spirituality
Belonging	Energy	Helpfulness	Logic	Politeness	Stability
Capability	Enthusiasm	Honesty	Loyalty	Power	Success
Challenge	Equality	Honour	Meaning	Privacy	Thoughtfulness
Choice	Excellence	Inclusion	Mindfulness	Progression	Tolerance
Control	Excitement	Independence	Modesty	Purpose	Variety
Courage	Focus	Indulgence	Newness	Rationality	Wealth
Creativity	Freedom	Influence	Obedience	Respect for Others	Wisdom
Curiosity	Friendship	Intelligence	Openness	Responsibility	

ADD YOUR OWN WORDS

4. PRIORITISING

	MY TOP VALUES	VALUES PRIORITISATION
1	Freedom	✓✓✓✓✓
2	Energy	✓✓✓✓✓✓
3	Growth	✓✓✓✓✓✓
4	Achievement	✓✓✓✓✓
5	Optimism	✓✓✓✓
6	Appreciation	✓✓
7	Friendship	✓✓
8	Relationship	✓✓✓✓

5. DEFINING

VALUE:

MY DEFINITION:

.....

Reflecting: Exercise 1 Career Graph

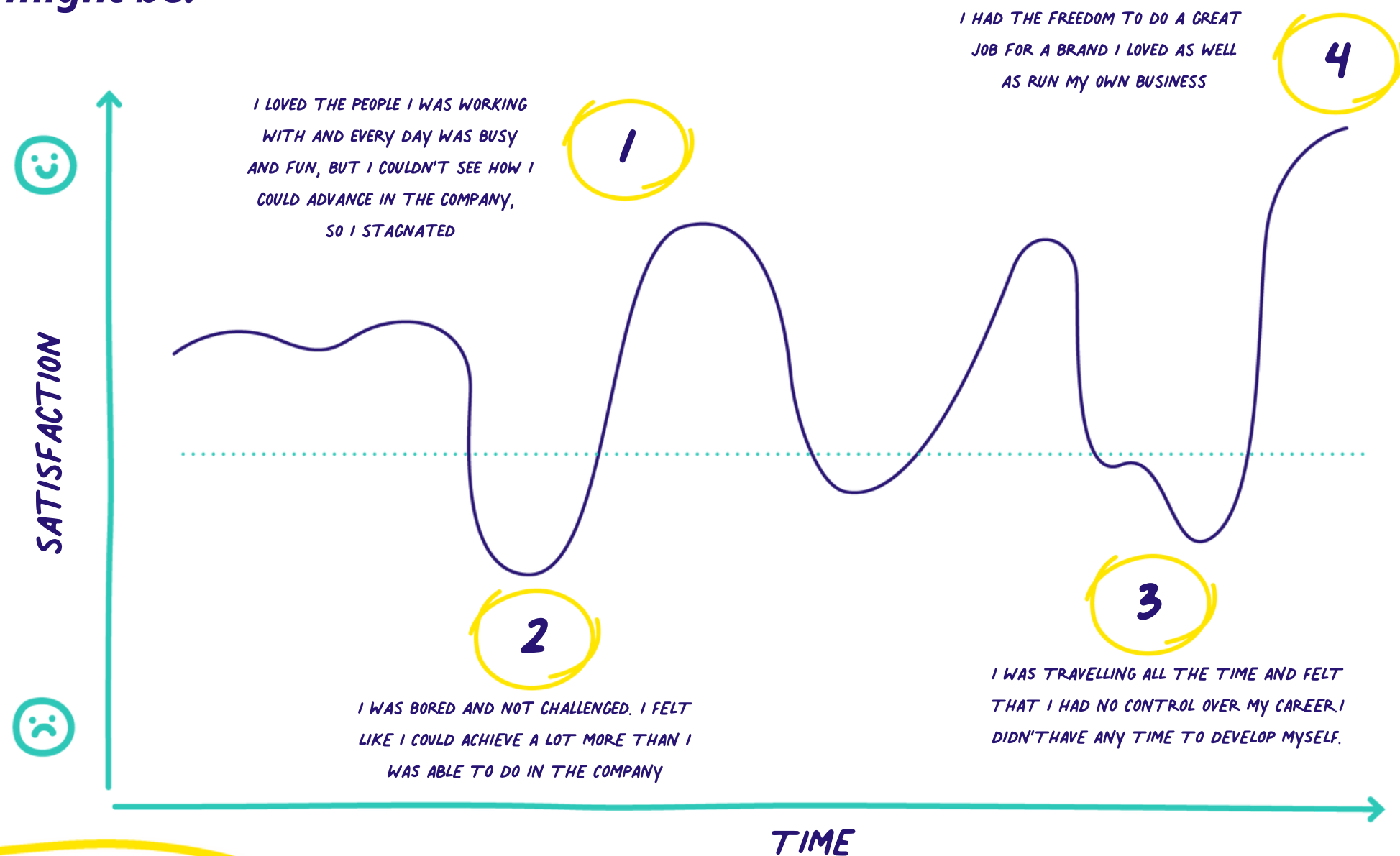
By reflecting on your squiggly career so far you can uncover some clues about what your values might be.

Step 1: On the next page, plot your **career highs and lows**, starting at the beginning of your career up until today (see example opposite).

Step 2: Ask yourself these **two coach yourself questions:**

- ↳ What do my career highs have in common?
- ↳ What can I learn from my career lows?

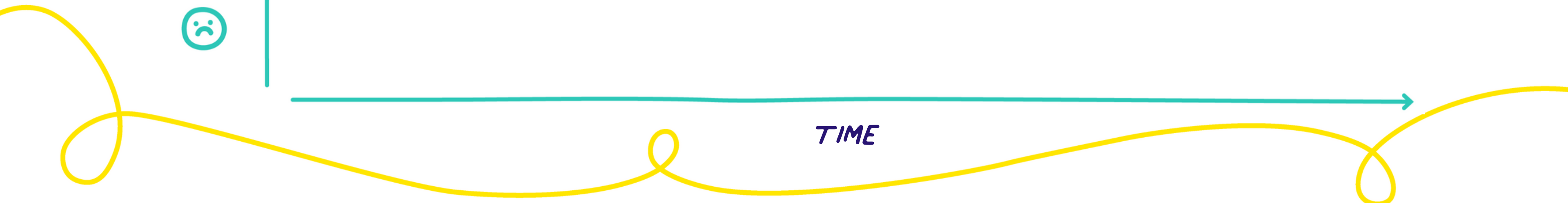
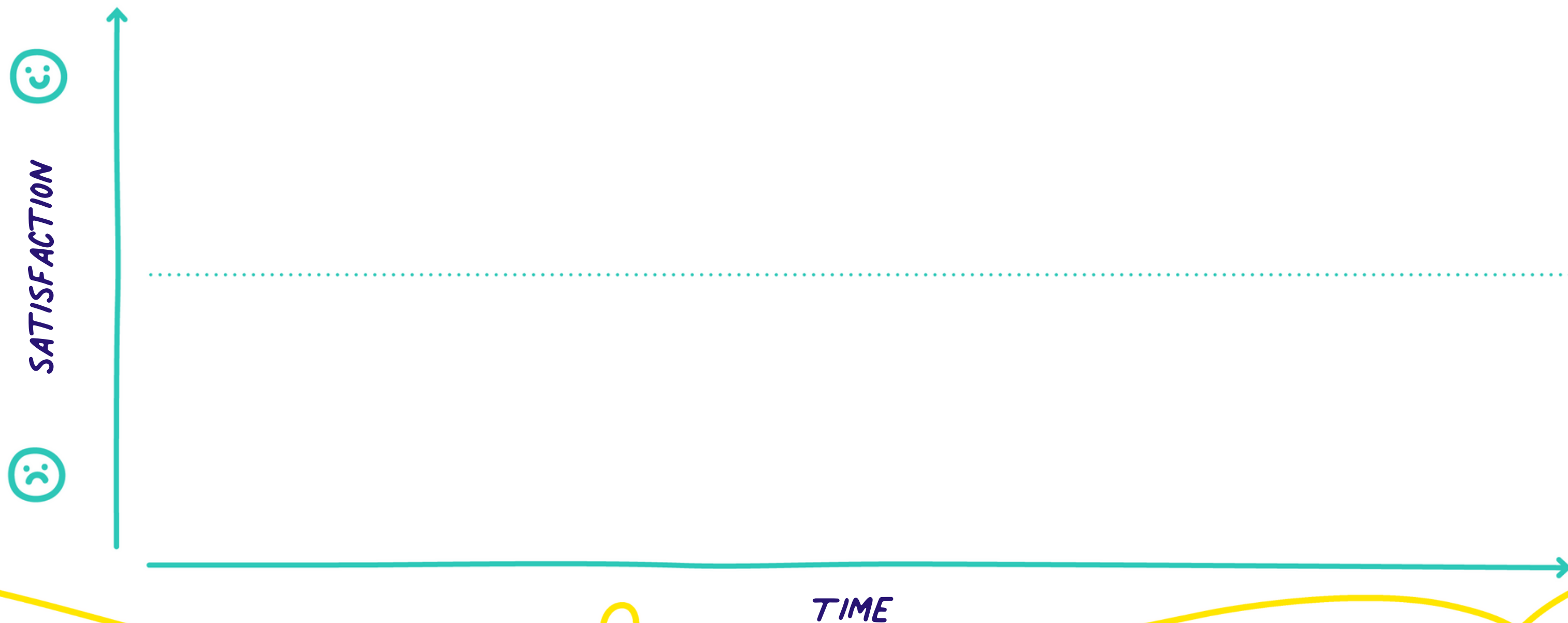
Step 3: Sharing a career high and low with someone else (a work best friend or someone who supports you in your career) is also useful as they might spot some extra insights for you.



Reflecting: Exercise 1

Career Graph

Fill out your own career graph in the space below.



Reviewing: Exercise 2




What's most important to you?

Step 1:

Ask yourself what is most important to you about each of the questions here.

Step 2:

Jot down your initial thoughts in the boxes on the right. There's no 'right' answer to these questions as everyone has different motivations and beliefs.

 <p><i>WHAT'S MOST IMPORTANT TO ME ABOUT WHO I WORK WITH?</i></p>	 <p><i>WHAT'S MOST IMPORTANT TO ME ABOUT WHERE I WORK?</i></p>	 <p><i>WHAT'S MOST IMPORTANT TO ME ABOUT WHAT I WORK ON?</i></p>
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Choosing: Exercise 3

Words that work for you

Step 1:

Have a look at the words in the example values list and highlight any that feel like you.

Step 2:

If you feel any words are missing, add them in the space below.

ADD YOUR OWN WORDS



EXAMPLE VALUES

- | | | |
|---------------|--------------|--------------------|
| Acceptance | Excitement | Politeness |
| Achievement | Focus | Power |
| Appreciation | Freedom | Privacy |
| Authority | Friendship | Progression |
| Belonging | Fun | Purpose |
| Capability | Growth | Rationality |
| Challenge | Harmony | Respect for Others |
| Choice | Health | Responsibility |
| Control | Helpfulness | Routine |
| Courage | Honesty | Safety |
| Creativity | Honour | Self-respect |
| Curiosity | Inclusion | Spirituality |
| Determination | Independence | Stability |
| Discipline | Indulgence | Success |
| Diversity | Influence | Thoughtfulness |
| Efficiency | Intelligence | Tolerance |
| Energy | Order | Variety |
| Enthusiasm | Partnership | Wealth |
| Equality | Passion | Wisdom |
| Excellence | Peace | |

Reviewing: Exercise 4

Prioritising Your Values

Step 1: Add eight words that feel like potential values for you to the table on the following page.

Step 2: Start with the first word and ask yourself which is more important to you — word 1 or word 2 and add a tick.

Repeat this exercise by asking word 1 or word 3, word 1 or word 4 and so on until you have a list with several ticks (see example on right).

Next move onto your second word and start the process again with word 2 or word 3, 2 or 4, 2 or 5 etc.

Step 3: Repeat this process with words 3 – 8.

Step 4: Count up your ticks for each word and write the three words with the highest score in the allocated space.

MY POTENTIAL VALUES	VALUES PRIORITISATION
1. Freedom	✓ ✓ ✓ ✓
2. Energy	✓ ✓ ✓ ✓ ✓
3. Growth	✓ ✓ ✓ ✓ ✓
4. Achievement	✓ ✓ ✓ ✓
5. Optimism	✓ ✓ ✓ ✓
6. Appreciation	✓ ✓ ✓
7. Friendship	✓ ✓ ✓ ✓ ✓
8. Relationship	✓ ✓ ✓ ✓

This is an example of how your exercise will look when completed. You should have 34 ticks in total if you started with eight words.



Reviewing: Exercise 4

Prioritising Your Values

My POTENTIAL VALUES	VALUES PRIORITISATION
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	

HIGHEST SCORING VALUES

↳ VALUE 1
.....

↳ VALUE 2
.....

↳ VALUE 3
.....



Reviewing: Exercise 5

Defining what your values mean to you

It's important to be able to define what you mean by each value, as it will increase your clarity and mean you can share them with other people (if you'd like to).

Example: Sarah and Helen both have 'achievement' as a value but very different definitions.

SARAH'S DEFINITION

↳ Making progress towards big goals


HELEN'S DEFINITION

↳ Wins along the way


Step 1: Choose three words that scored highly on the previous prioritising exercise.

Step 2: For each word write down what that word means to you.


.....

 **VALUE 1:**
MY DEFINITION:
.....

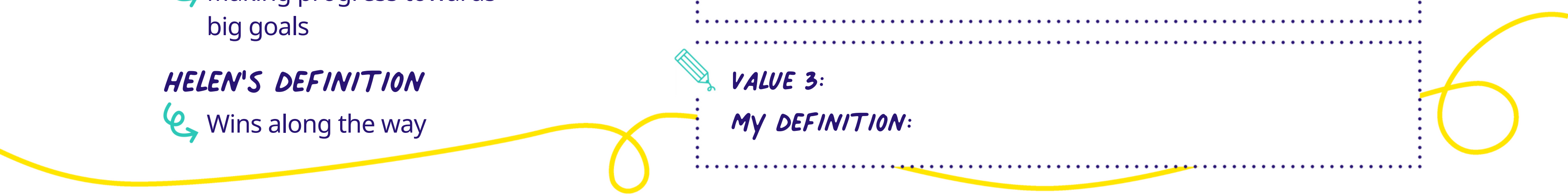
.....

 **VALUE 2:**
MY DEFINITION:
.....


.....

 **VALUE 3:**
MY DEFINITION:
.....


.....




My Values reflection so far...




REFLECTING
WHAT HAVE I LEARNED FROM IDENTIFYING MY CAREER HIGHS AND CAREER LOWS?



REVIEWING
WHAT IS IMPORTANT TO ME ABOUT THE WHO, WHAT AND WHERE OF MY WORK?



CHOOSING
WHAT DID I NOTICE WHEN CHOOSING MY POTENTIAL VALUES?



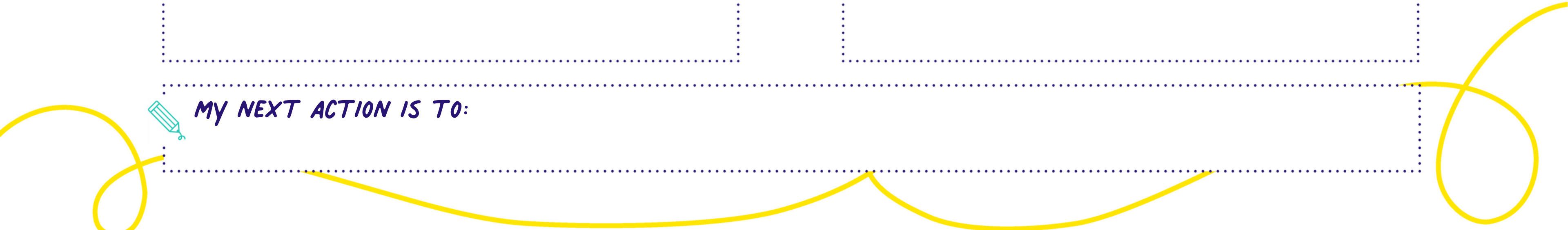
PRIORITISING
WHICH VALUES WOULD I LIKE TO EXPLORE MORE?



DEFINING
WHAT DID I LEARN FROM DEFINING MY POTENTIAL VALUES?



MY NEXT ACTION IS TO:

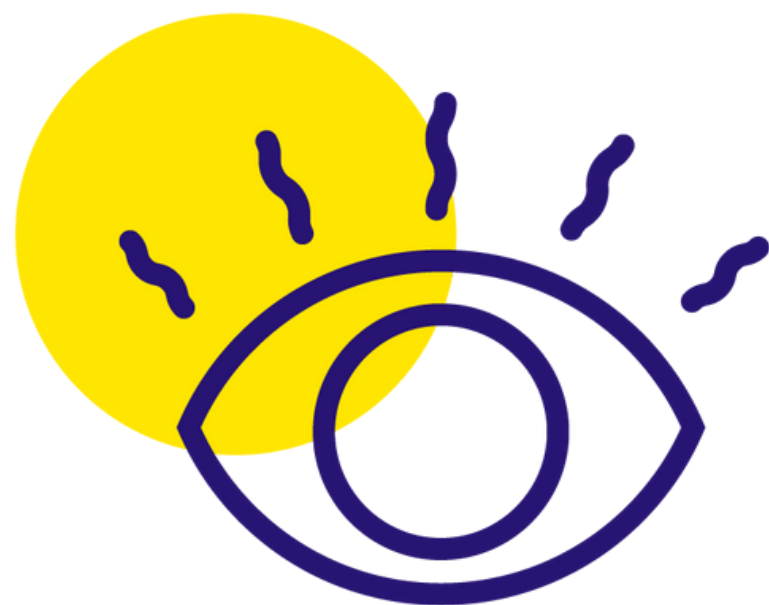


You don't have to be perfect, just *engaged and committed* to aligning values with actions

Brené Brown



Learn More: Exploring your Values



Watch

TED Talk:
Build Your Life
with Your Values
Simon Sinek



Read

Book:
The Squiggly Career
Chapter 3: Values
Helen Tupper & Sarah Ellis



Listen

Squiggly Careers Podcast
Episode #42
Discover your Values

For more free career development resources visit amazingif.com/toolkit

