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Getting To Know Your Values

Step 1: Here's the Easy Part....

From the list below, put a checkmark beside the twenty words that best express your values. You don't have to rank them yet, and you can include something that is not on the list. Your choices should not only be the values that you think are the most important, but also that you live by, or are trying to live by.

Achievement	Global view	Progress
Accountability	Good will	Punctuality
Accuracy	Goodness	Quality of work
Adventure	Gratitude	Regularity
Ambition	Hard work	Resourcefulness
Beauty	Harmony	Respect for others
Challenge	Honesty	Responsibility
Change	Honor	Responsiveness
Cleanliness, orderliness	Independence	Results-oriented
Collaboration	Individuality	Rule of Law
Commitment	Inner Peace	Safety
Communication	Innovativeness	Satisfying others
Community	Integrity	Security
Community service	Joy	Self-confidence
Competence	Justice	Self-reliance
Competition	Knowledge	Service (to others, society)
Concern for others	Leadership	Simplicity
Content over form	Learning	Skill
Continuous improvement	Love, Romance	Speed
Cooperation	Loyalty	Stability
Creativity	Maximum utilization	Standardization
Credibility	(Of time, resources)	Status
Decisiveness	Meaning	Strength
Dedication	Merit	A will to succeed
Democracy	Money	Success
Discipline	Openness	Systemization
Efficiency	Patriotism	Teamwork
Equality	Peace, Non-violence	Timeliness
Excellence	Perfection (e.g. of details)	Tolerance
Fairness	Persistency	Tradition
Faith	Personal Growth	Tranquility
Family	Pleasure	Trust
Flexibility	Positive attitude	Truth
Freedom	Power	Unity
Friendship	Practicality	Variety
Fun	Privacy	Wealth
Generosity	Problem Solving	Wisdom



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Getting To Know Your Values cont.

Step 2: Paring it Down

1. Now that you have identified your top twenty values, imagine that you are only permitted to have ten values. Which ten would you give up? Cross them off.
2. Now, out of your top ten, you are going to pare it down to your top five values.
Write them below:

1. _____	<input type="radio"/>	2. _____	<input type="radio"/>
3. _____	<input type="radio"/>	4. _____	<input type="radio"/>
5. _____	<input type="radio"/>		

3. Out of your top five, you are now going to choose your top three values. Put a checkmark in the circles above to identify your top three values.
4. Bring it down to your top two!

My top two values are: _____ *and* _____ .

Step 3:

Now, here is the real challenge!

Take a look at your top two values. Consider which best expresses the single, most compelling value that influences the way you live, or want to live, your life? Write it below!

My top value is: _____.

If you are doing this exercise as part of a group, please be prepared to share the values that made your top three list, and identify the value that tops your list and why!

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The Marrek Group is a private training and coaching company committed to values-based skills development. The Marrek Group believes that business success is dependent on the ability to treat all people well, including customers, suppliers and employees. For more information on workshops and coaching programs, visit www.marrek.com. Also, we'd love to hear what you thought of this exercise and how you used it. Please feel free to send feedback to: sylvia@marrek.com