

# ESTABLISH YOUR VALUES



*To lead well, you must establish values foundational to your vision.*



## EXPLORE YOUR PERSONAL LEADERSHIP VALUES

### ACTIVITY & REFLECTION

Great leaders set themselves apart because of remarkable vision and the ability to lead consistently through times of stress, transition, and change. And who would you be without the core elements that guide your decision-making, right? Your leadership is valuable because of *who you are*.

This exercise is crucial for identifying the values that are most important to you--the things you won't sacrifice when situations get tough and the foundational truths you will respect and ideally look for in your employees, colleagues, and your boss. Your process will reveal things you may or may not have known, but will also unveil those crucial non-negotiable values that point you back to your true north every single day.

Please see the instructions to the right to continue with this values activity.

### INSTRUCTIONS

- 1.** Review the listed values.
- 2.** Put a star next to all the words you feel are important (or add those that are missing).
- 3.** Take a few minutes to reflect and narrow the list to your top eight.
- 4.** Now narrow the list to five.
- 5.** Now narrow your list to three.
- 6.** Finally, choose **YOUR TOP TWO**.

# REVIEW & REFLECT

## NAVIGATING YOUR VALUES

While you may have narrowed it down to two values, your selected value words are packed with meaning and context. You likely went through a process of “bundling:” embedding one value in another and counting two or more values as one because you see their inextricable connection.

This is not cheating - it’s a process that helped you to feel as though you were not really throwing values away. Instead, you have clarified what you mean by these words in your own life and leadership. It is likely you can think of several experiences to support why you so strongly align with these values.

Your core values help when you are navigating decision-making processes, difficult conversations, challenging tasks, and cultivating relationships. Values integration in both your personal and professional life is significant to feeling aligned in those spaces.

### Reflect with these questions:

- How might I integrate these values into my personal leadership philosophy? Why does that matter to me?
- How do I feel when a supervisor or colleague does not value the same areas as me? Does that impact my work or attitudes?
- Are there ways I need to re-align my values with the work I am responsible for?



*"My values may be radically different from the person beside me...and that's ok."*



# CORE VALUES

Please pay attention to your process while navigating this values activity.

Peace

Integrity

Wealth

Professionalism

Happiness

Love

Success

Recognition

Friendship

Faith

Diversity

Truth

Authenticity

Wisdom

Power

Responsibility

Influence

Generosity

Justice

Learning

Transparency

Creativity

Joy

Balance

Consistency

Resourcefulness

Structure

-----

Commitment

-----