

Know Your Values

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What are Values?

Values are what is most important to us. Values are those qualities of experience that we deem negative or positive when we are looking at the relative worth of something.

If we prize something highly, then it will have priority over something we prize less highly. What this means is that we have a hierarchy of values and attached belief systems, memories, attitudes, thoughts, feelings and associated behaviors. Our values link directly with our purpose in life and our experience of it.

The values we hold set a context for the experience we have in our life. Within each individual hierarchy of values, those we desire most, our own highest values define how we live our life. Fulfilment of those values means not only fulfilment of that expression, but most importantly, the experience of being fulfilled in our lives.

Values are what is most important to us. They are always positive and life affirming, and they motivate our behavior. We evaluate our experience in life and other people by the values we chose for ourselves. Often people are not consciously aware of that which they value and when this is the case, people often feel unfulfilled, unsatisfied in some way yet struggle to identify why and hence be able to make a change for the better.

As values drive our motivation, when we are not aware of them, it is therefore not possible to consciously motivate ourselves on demand. Becoming aware of your values is a kinaesthetic process. Often you become aware of what you value, when you experience the opposite to something you value, this creates a strong negative emotion in you. For example, if you are standing in line and someone pushes in. How does that make you feel? If it angers you to the point of taking action, then perhaps 'fairness' or 'wait your turn' is a core value of yours. If you just let this behavior go and take no action, then this value is lower in your list of value priorities.

Knowing what your values are allows you to start looking for choice of behaviors which can fulfil your values. You can even find in your current roles, areas where your values are largely being met and this can bring you greater work and life satisfaction, simply because you are focusing on what is working rather than what is not.

Values don't have to be the same to be compatible. (Do you know your organization's values?)

Values provide a 'formula' for fulfilment! Put simply, meeting your Values brings happiness! Compromising our Values makes us unhappy.

- We achieve our Values through our behavior.
- We don't want to change our Values but we can choose more useful behaviors to achieve our Values.

Pairs Exercise

1. Provide your notes to the person you are working with and they will write down your responses.
2. Try to keep to one-word answers. Trust. Don't judge. Say exactly what comes to mind.

The person assisting you will ask (these exact words):

"What is most important to you about your coaching?"

They will write the exact response you say on your notes below and then ask again and again. Continue until it has stopped and restarted at least 3 times... (note to write as a list down the page i.e. not across)

Only at the end, remove any duplicates or words that are deemed to mean the exact same.

We will then order them – there is a specific process we will follow. Wait for instructions!

When you identify your top 3 to 5 Values:

1. _____

What does it mean? The definition of this Value is:

How do you know when you have it?

How can you live this more each day? What can you look for?

2. _____

What does it mean? The definition of this Value is:

How do you know when you have it?

How can you live this more each day? What can you look for?

3. _____

What does it mean? The definition of this Value is:

How do you know when you have it?

How can you live this more each day? What can you look for?

4. _____

What does it mean? The definition of this Value is:

How do you know when you have it?

How can you live this more each day? What can you look for?

5. _____

What does it mean? The definition of this Value is:

How do you know when you have it?

How can you live this more each day? What can you look for?

Putting into Action

- **Create** a poster of your Values and what they mean
- **Collect** symbols that represent your Values
- **Share** them with others
- **Use** when recruiting
- **Develop** your Coaching Philosophy around your Values
- **Review** them daily so you can live them

You are welcome to contact me with any questions!