

Values are the rules we live our lives by, and they drive our behaviour.

They are the things that are important to us. They are the social, moral and ethical standards that underlie every decision and action. They govern the way we behave, communicate, and interact with others.

Where there is a conflict in values, problems with arise. Career or job satisfaction is determined in a large part by the extent to which we can act out our values in our work. Understanding our own personal values is a vital step for our happiness, satisfaction, and success.

**1. Take some time to think about the values that you hold dear.** What are the values that you must honour/ experience in your life? What are the rules for your life?

**To help you dig deeper:**

2. Often when someone really annoys us, makes us feel angry, they are tapping into or trespassing against a value that is really important to us.

**Think back to the last time someone made you angry. What value(s) did they trespass?**

3. Remember a time when you felt **most satisfied**. What value were you experiencing?

4. Recall at time when you felt the **proudest** (of yourself, of someone / thing else). What value were you (or others) demonstrating?

Hopefully you now have a fuller idea of what your values really are.

Put them, all together in the first column in the table below.

Then re-order in terms of the most important first in the second column below.

Key values	Ranked in priority order (most important first)
	1.
	2.
	3.
	4.
	5.
	6.
	7.
	8.
	9.
	10.

Now we come to probably the most important aspect of this values elicitation exercise – that of understanding the often-unconscious **rules you apply to experiencing** your values.

For example, you may now have identified that creativity is really important to you in order to feel satisfied and fulfilled.

But how do you best like to experience this?

**What must happen for you to feel that you do have creativity in your working life?**

For each of the key values you have identified, ask yourself this vital question:

**What must happen for you to feel that you do experience x value in your working life?**

Write that in the table below.

Then for each key value, **score how much you are experiencing or honouring that value in your life right now** and then in the final column, identify what actions you could take to increase your score a few points.

Key values	How do I need to experience this? (create a short phrase to best summarise)	How much am I honouring this / experiencing this value in my life right now (1 to 10, 10 being the most)	What can I do/ what needs to change in order to increase this score by 1 or 2 points?
<i>e.g. Authenticity</i>	<i>Being the same person no matter who I am speaking to.</i>		

