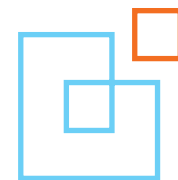


DISCOVER YOUR VALUES

EXERCISE



PERFORMANCE
UNLEASHED



DISCOVER YOUR VALUES

Values are principles that you hold to be of worth in your life. The stuff worth living for and, conversely, you can't imagine life without. They aren't morals and they aren't chosen. They are intrinsic to you and are as distinctly yours as your thumbprint.

Clarifying your values is important work. We make decisions using our values as guiding principles. As leaders, knowing your values and using them consciously to make decisions ensures that you show up in a consistent way, which is critical to establishing trusting relationships. Below I've got a couple of exercises to get you started. As you do these exercises, begin to write value chains — various words separated by a slash, all that indicate the same idea. Then go back and circle the one word that best represents the value you are expressing. Here's one of mine as an example:

- Freedom/Express/Explore/Determine Way Forward/
To Choose/**Creativity**

When I wrote those words down and reflected on them, creativity was the word I circled, as it was the word that best described the entire chain for me. As you can see, creativity means something specific to me and your definition might be a bit different.

PEAK MOMENTS (VALUES BEING HONOURED)

Recall a peak moment in your life. A time when everything was going well. You were focused and clear and doing great work. Everything was going your way. Think about the specific situation: What was happening? Who was around you? What were you doing? What felt so right? What values were being honoured?

PISS-OFF MOMENTS (VALUES BEING SUPRESSED)

Recall situations and/or individuals when you've totally lost your cool. You've been angry and upset at what occurred. What happened? What was the situation? What was the behaviour that got you so angry? When you flip around the things that made you so upset, they are likely important values for you.

DETERMINE YOUR TOP 5-10 VALUES

Once you've completed the above two tasks and have your value chains complete, now sit back and create a list of your top 5-10 values. Here are mine:

1. **Individualization**/unique/different/custom/seeing people as they are/no generalizations or stereotypes
2. **Authentic**/real conversations/no pretenses/vulnerable/whole/honesty/trusting
3. **Growth**/sincere effort/momentum/learning/discovery/transformation
4. **Possibilities**/ideas/dreams/potential/what if's/future/optimistic/hope/seeing best in people/choose your perspective
5. **Accountable**/responsible/no blaming/ownership/we are all connected/at cause
6. **Forgiveness**/human/we all make mistakes/no grudges/at cause/accountable
7. **Fun**/humour/not too serious/laughter
8. **Creativity**/freedom/express/explore/determine way forward/to choose