

Values Discovery **TRAINING KIT**



The **7 Steps** to Discovering your Values

- 1 Value Bank**
- 2 Value Clusters**
- 3 Value Representation**
- 4 Value Elicitation**
- 5 Value Stress Test**
- 6 Value Clearance**
- 7 Value Installation**

STEP 1: Value Bank

A) Cross out the values you DO NOT resonate with.

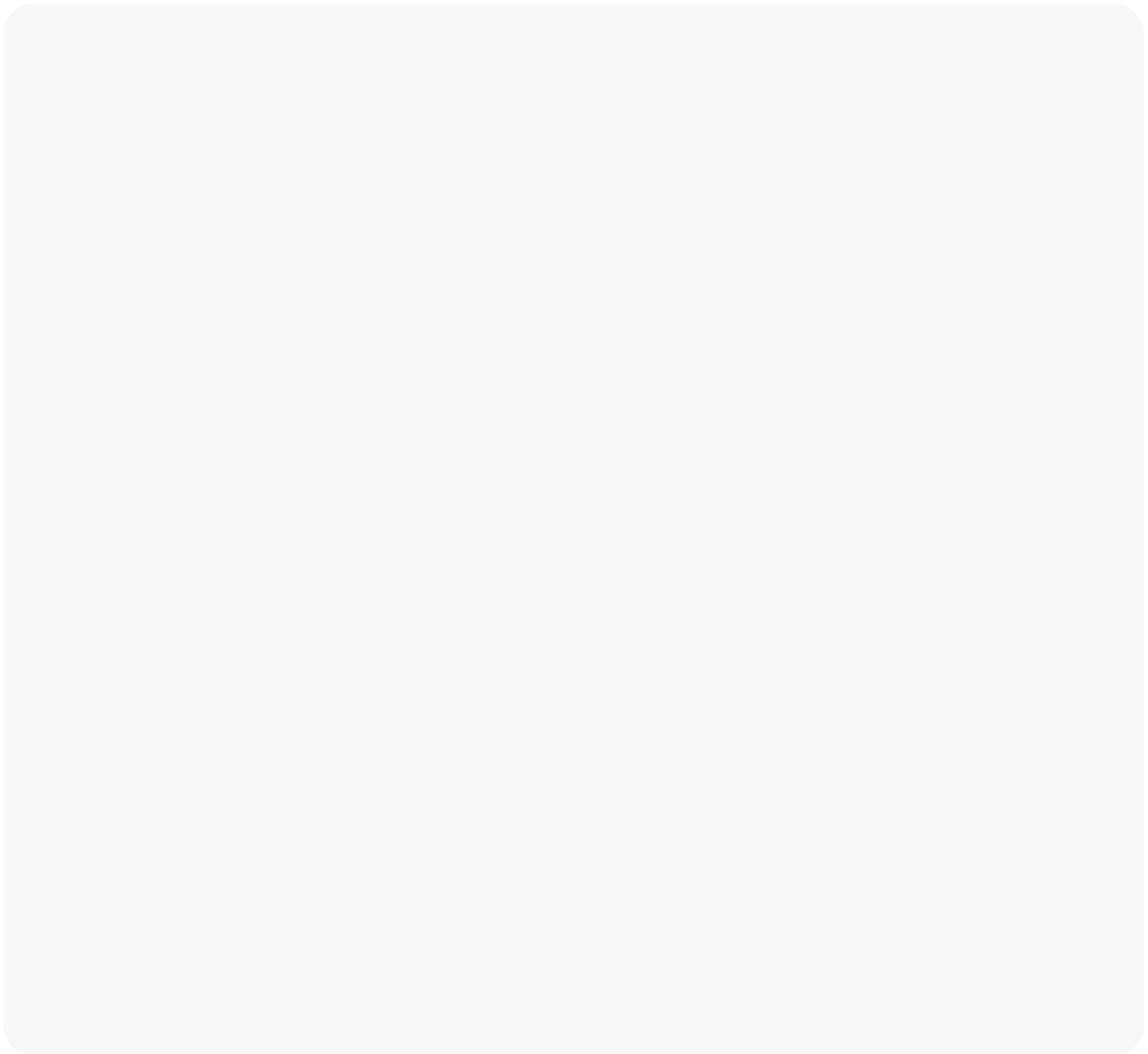
B) Go through the list again and highlight or circle the values that you resonate with 7/10 or above.

VALUES BANK

Authenticity	Determination	Independence	Quality
Achievement	Decisiveness	Innovation	Recognition
Adventure	Democracy	Intellectualism	Religion
Appreciation	Diversity	Justice	Respect
Authority	Equality	Kindness	Responsibility
Autonomy	Excellence (personal)	Knowledge	Relationships
Ambition	Excitement	Leadership	Security
Balance	Expertise	Learning	Self-respect
Beauty	Effectiveness	Lightness	Service
Boldness	Fairness	Love	Spirituality
Belonging	Faith	Loyalty	Stability
Compassion	Fame	Leisure	Success
Challenge	Friendship	Meaningful Work	Status
Citizenship	Freedom	Mastery	Self-awareness
Community	Fun	Nature	Self-realization
Competency	Family	Openness	Serenity
Contribution	Growth	Optimism	Self-expression
Connection	Gratitude	Order	Trustworthiness
Creativity	Happiness	Peace	Truth
Curiosity	health	Pleasure	Teamwork
Collaboration	Honesty	Power	Variety
Change	Humour	Prestige	Vitality
Communication	Harmony	Privacy	Wealth
Commitment	Integrity	Productivity	Wisdom

STEP 2: Value Clusters

A) Create a new list of the highlighted or circled values.



B) Pick a value to start a value cluster then go through the list highlighting or marking other values that you would associate with this cluster. Each value can only appear in one cluster.

C) Repeat until all values from your list are placed in clusters. Some clusters will hold more values than others, some may only hold one value, this is ok.

STEP 2: Value Clusters

D) Write out your values in the newly assigned clusters.

STEP 3: Value Representation

A) Identify which value represents the cluster the most and highlight or circle this. Repeat for each cluster.

B) Create a new list of the chosen representative values.

STEP 4.A: Value Elicitation

A) List each value in a section below.

B) As you answer each question in the elicitation, come back to this page and put a mark against any value that your answer resonates most with.

1

**How do you fill
the space
around you?**

2

**What's one of your
favourite ways of
spending your time?**

3

**What do you love
to spend your
money on?**

4

**How do you love
to spend yourself
energetically?**

5

**Where are you most
organised in
your life?**

Sub question - What's important or a priority to organise?

6

**Where in your life are
you most reliable?**

7

**What dominates your
thoughts in your
daily life?**

Sub question - What aspect of dominates your life?

8

**What do you visualise
the most?**

9

**What do you most
often talk to
yourself about?**

10

**What do you most
often talk about
with others?**

11

**What do you look
forward to most often?**

12

**What inspires
you?**

13

**Who inspires you
and why?**

Sub question - What qualities do you admire most in them?

14

**What achievements
stand out in
your life?**

Sub question - Why have they stood the rest of the time?

15

**What specifically
do you like to
learn about?**

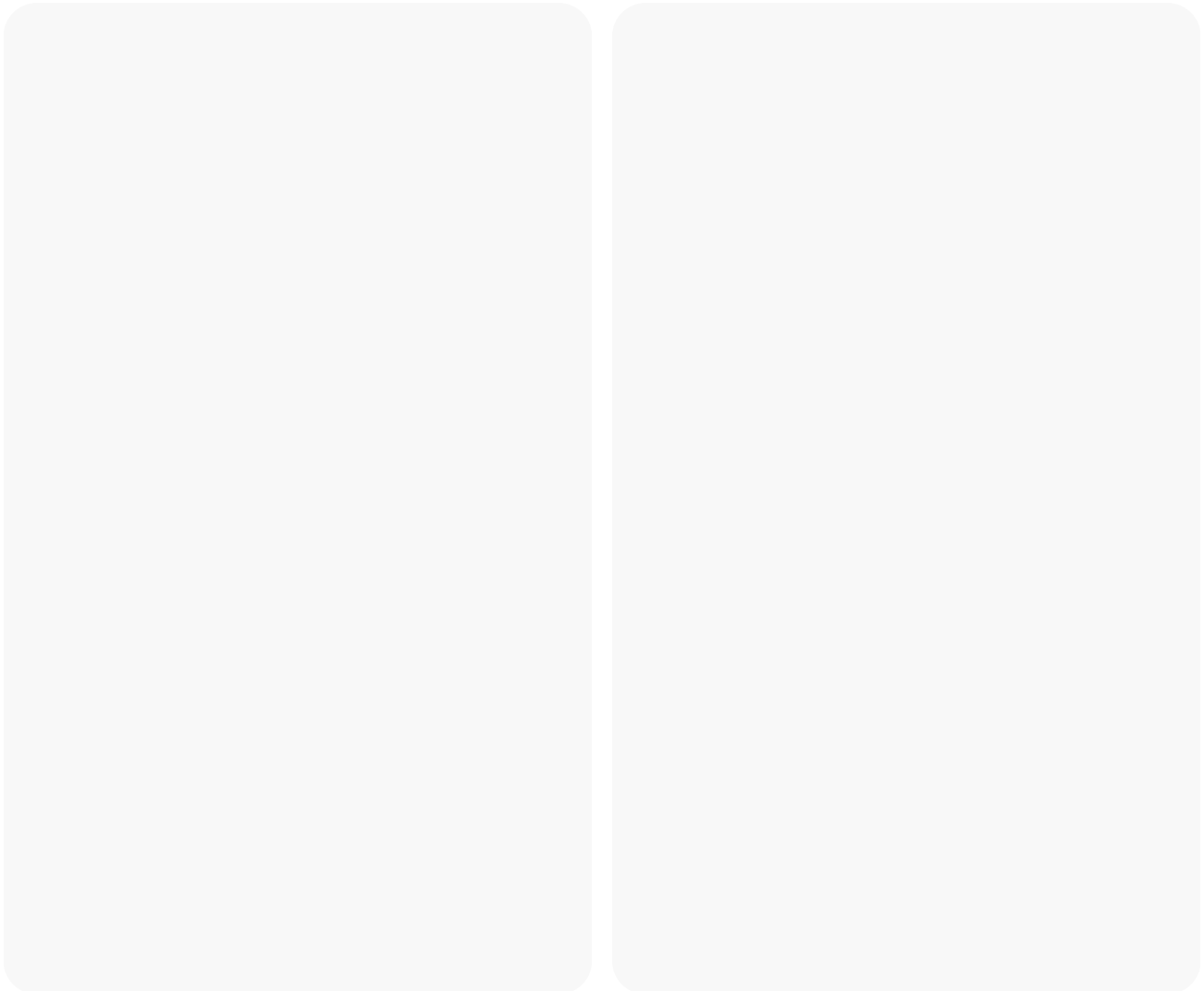
16

**Would you say you
are career or
relationship driven?**

Sub question - When you spend time away from it, do you miss it?

STEP 4.B: Values Unveiled

A) Go back to page 7 and tally up the marks, then create a new list that has combination of most tally marks and top value group (on page 11) and work your way down.



B) Theoretically, the value at the top should have the most tally marks and be within top value group. The opposite for the last value on the list.

STEP 5: Value Stress Test

A) Work your way through the Stress Test questions.

QUESTION 1

Knowing the way you know you - How do you feel about his list? Do the bottom values collapse into the value above?

QUESTION 2

What do the top values mean to you? Would agree they are pretty high up on the list?

QUESTION 3

If your ongoing relationship with your top values became dysfunctional, how would you feel?

QUESTION 4

Do you need any external motivation to access and express these values?

STEP 6: Value Clearance

QUESTION 1

Based on the results you have been achieving in the last 3 months, what else must you be valuing that's not on your list?

QUESTION 2

What is the impact of this/these value(s) on you/business & what problem is this causing specifically?

QUESTION 3

What needs to happen to experience a different result & for what purpose would you want that?

QUESTION 4

What value does that answer resonate most with?

STEP 7: Value Installation

QUESTION 1

Based on the results you wish to achieve in the next 12 months, What values must you start to model that will support this?

QUESTION 2

What will be the impact of this/these value(s) on you/business?

QUESTION 3

What needs to happen to install this/these value(s) into your business?

QUESTION 4

How will you know that this/these value(s) are being embraced?