

Exploring your values



*"I have learned that as long as I hold fast to my beliefs and values, and **follow my own moral compass**, then the only expectations I need to live up to are my own."*

Michelle Obama

Introducing values — What are they & why do they matter?

This tool includes five exercises to help you explore your values.

What are values (and what are they not)?

- 👉 Values are what make you, you. They are the things that motivate and drive you.
- 👉 You don't have work and home values, just one set of values that reflect all of you.

Why do values matter in our squiggly careers?

- 👉 When you know your values, they act like a career compass. They are a helpful filter for your future and will support you to make the right choices for you.
- 👉 Applying your values to the work that you do will increase your meaning and motivation in your job today, and career in the future.
- 👉 Understanding other people's values builds empathy and creates high trust teams.

Why do values matter in our squiggly careers?

- 👉 You don't need to complete all five exercises at the same time.
- 👉 We recommend repeating the exercises as you'll accelerate your self-awareness that way.
- 👉 Understanding your values takes time (often years) but these exercises will support you to get started straight away.

5 exercises to help you explore your values

Career Graph

1 I WAS BORED AND NOT CHALLENGED. I FELT LIKE I COULD ACHIEVE A LOT MORE THAN I WAS ABLE TO DO IN THE COMPANY.

2 I LOVED THE PEOPLE I WAS WORKING WITH AND EVERY DAY WAS BUSY AND FUN, BUT I COULDN'T SEE HOW I COULD ADVANCE IN THE COMPANY, SO I STAGNATED.

3 I WAS TRAVELLING ALL THE TIME AND FELT THAT I HAD NO CONTROL OVER MY CAREER. I DIDN'T HAVE ANY TIME TO DEVELOP MYSELF.

4 I HAD THE FREEDOM TO DO A GREAT JOB FOR A BRAND I LOVED AS WELL AS RUN MY OWN BUSINESS.

1. Reflecting

What's Important To You

What's most important to me about **who I work with?**

What's most important to me about **where I work?**

What's most important to me about **what I work on?**

2. Reviewing

Example values

Acceptance	Curiosity	Freedom	Indulgence	Modesty	Progression	Thoughtfulness
Achievement	Determination	Friendship	Influence	Newness	Purpose	Tolerance
Appreciation	Discipline	Fun	Intelligence	Obedience	Rationality	Variety
Authority	Diversity	Growth	Justice	Openness	Respect for Others	Wealth
Belonging	Efficiency	Harmony	Kindness	Order	Responsibility	Wisdom
Capability	Energy	Health	Knowledge	Partnership	Routine	
Challenge	Enthusiasm	Helpfulness	Learning	Passion	Safety	
Choice	Equality	Honesty	Logic	Peace	Self-respect	
Control	Excellence	Honour	Loyalty	Politeness	Spirituality	
Courage	Excitement	Inclusion	Meaning	Power	Stability	
Creativity	Focus	Independence	Mindfulness	Privacy	Success	

3. Choosing

My potential values	Values prioritisation
1. Freedom	1. ✓ ✓ ✓ ✓ ✓
2. Energy	2. ✓ ✓ ✓ ✓ ✓ ✓
3. Growth	3. ✓ ✓ ✓ ✓ ✓
4. Achievement	4. ✓ ✓ ✓ ✓
5. Optimism	5. ✓ ✓ ✓ ✓
6. Appreciation	6. ✓ ✓ ✓
7. Friendship	7. ✓ ✓ ✓ ✓
8. Relationship	8. ✓ ✓ ✓

4. Prioritisation

My values reflection so far...

Reflecting
What have I learned from identifying my career highs and career lows?

Reviewing
What is important to me about **who I work with, where I work and on what?**

Choosing
I noticed the following **consistent themes** when choosing meaningful words...

Prioritising
My top 3 values are...

Defining
...and my definitions are

This makes me feel...

5. Defining

Exercise 1: Reflecting Career graph

By reflecting on your squiggly career so far you can uncover some clues about what your values might be.

Step 1:

On the next page, plot your career highs and lows, starting at the beginning of your career up until today (see example opposite).

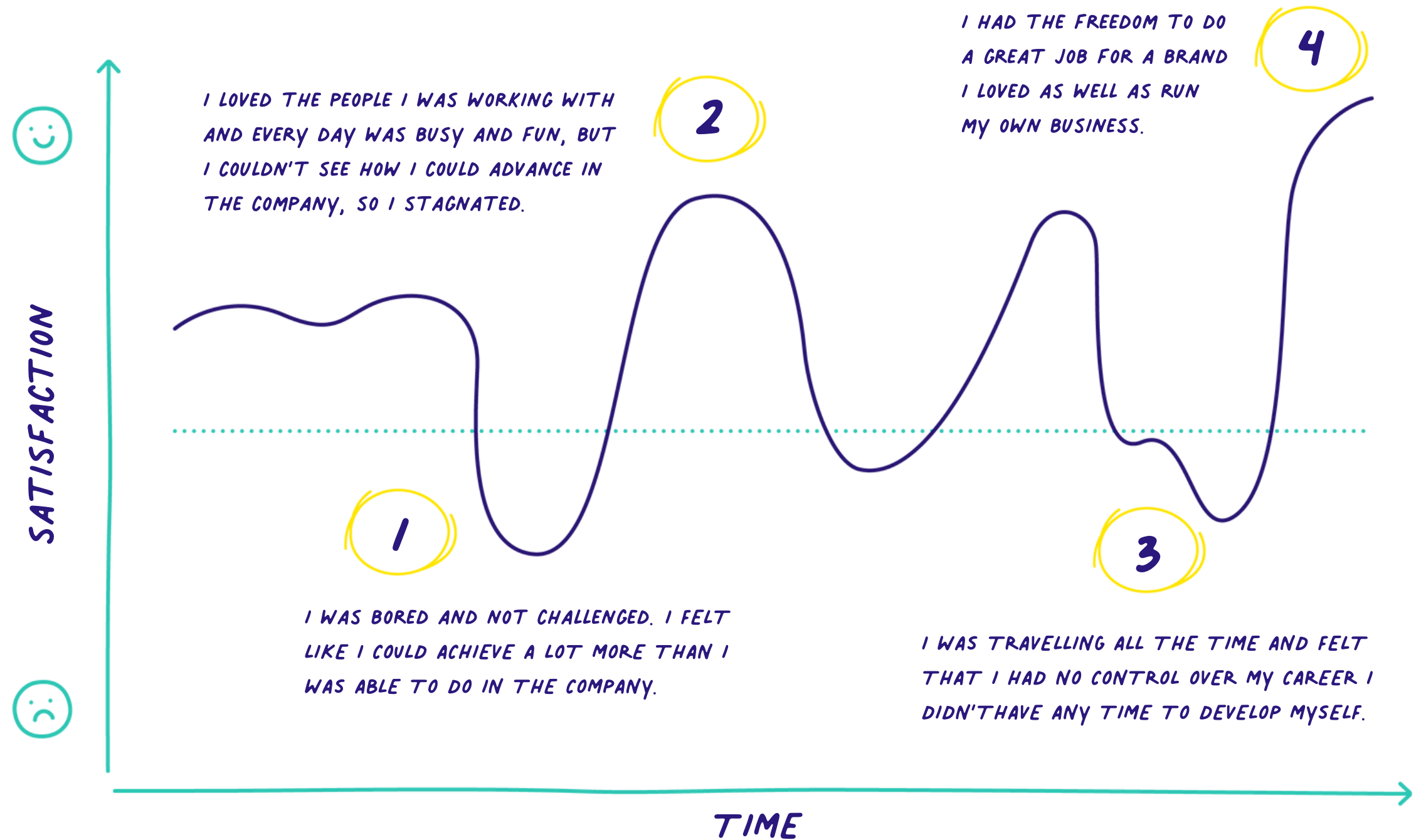
Step 2:

Ask yourself these two coach yourself questions:

1. What do my career highs have in common?
2. What can I learn from my career lows?

Step 3:

Sharing a career high and low with someone else (a work best friend or someone who supports you in your career) is also useful as they might spot some extra insights for you.



1

2

3

4

5

6

7

8

9

10

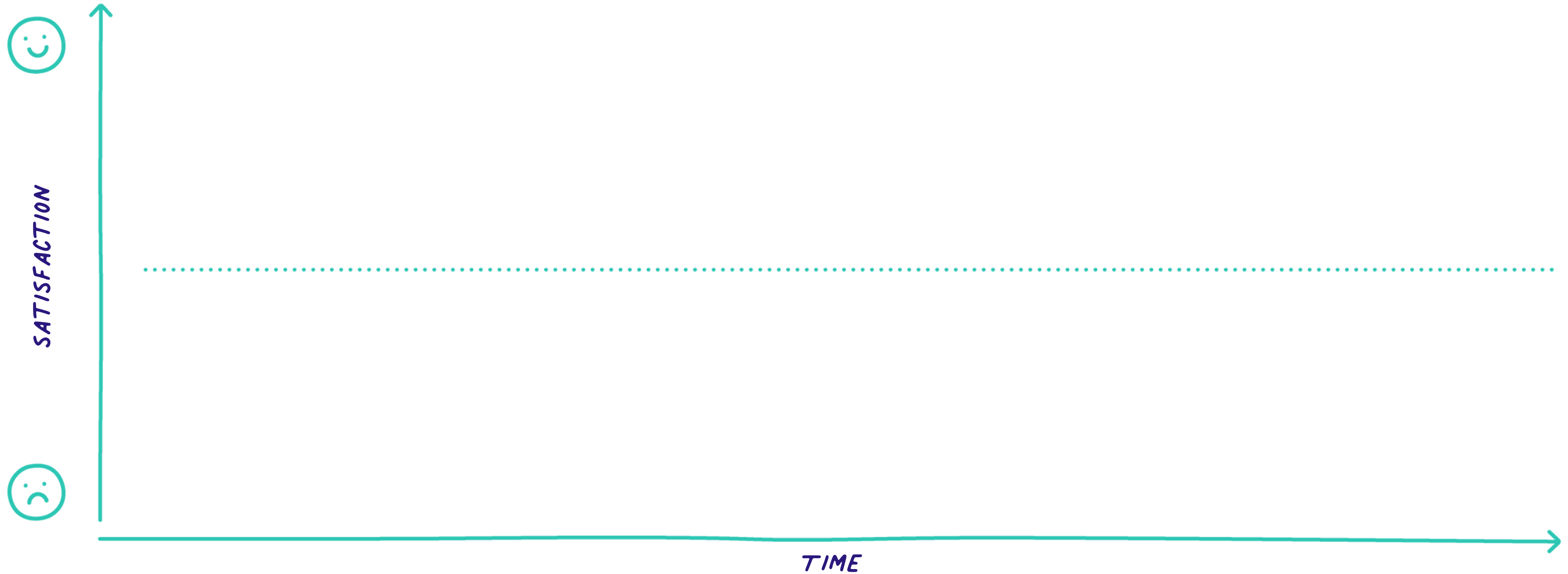
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Exercise 1: Reflecting

Your squiggly career so far

Fill out your own career graph in the space below.



Exercise 2: Reviewing

What's important to you

Step 1:

Ask yourself what is most important to you about each of the questions here.

Step 2:

Jot down your initial thoughts in the boxes on the right. There's no 'right' answer to these questions as everyone has different motivations and beliefs.



What's most important to me about **who I work with?**



What's most important to me about **where I work?**



What's most important to me about **what I work on?**

Exercise 3: Choosing Words that work for you

Step 1:

Have a look at the example values words below and highlight any that feel like you.

Step 2:

If you feel any words are missing, add them in the space provided.

Example values

Acceptance	Curiosity	Freedom	Indulgence	Modesty	Progression	Thoughtfulness
Achievement	Determination	Friendship	Influence	Newness	Purpose	Tolerance
Appreciation	Discipline	Fun	Intelligence	Obedience	Rationality	Variety
Authority	Diversity	Growth	Justice	Openness	Respect for Others	Wealth
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Control	Excellence	Honour	Loyalty	Politeness	Spirituality	
Courage	Excitement	Inclusion	Meaning	Power	Stability	
Creativity	Focus	Independence	Mindfulness	Privacy	Success	

Add your own words here



Exercise 3: Reviewing Prioritising your values

Step 1:

Add your top eight values to the table opposite.

Step 2:

Start with the first word and ask yourself which is more important to you, word 1 or word 2 and add a tick. Repeat this exercise by asking word 1 or word 3, word 1 or word 4 and so on until you have a list with several ticks (see example below). Next move onto your second word and start the process again with word 2 or word 3, 2 or 4, 2 or 5 etc.

Step 3:

Repeat this process with words 3 – 8.

Step 4:

Count up your ticks for each word and write the three words with the highest score in the spaces below.

Value 1



Value 2



Value 3



My potential values

1.
2.
3.
4.
5.
6.
7.
8.

Values prioritisation

1.
2.
3.
4.
5.
6.
7.
8.

This is an example of how your exercise will look when completed.

You should have 34 ticks in total if you started with eight words.

My potential values

1. Freedom
2. Energy
3. Growth
4. Achievement
5. Optimism
6. Appreciation
7. Friendship
8. Relationship

Values prioritisation

1. ✓ ✓ ✓ ✓ ✓
2. ✓ ✓ ✓ ✓ ✓ ✓
3. ✓ ✓ ✓ ✓ ✓
4. ✓ ✓ ✓ ✓
5. ✓ ✓ ✓ ✓
6. ✓ ✓ ✓
7. ✓ ✓ ✓ ✓
8. ✓ ✓ ✓

Exercise 5: Reviewing

Defining what your values mean to you

It's important to be able to define what you mean by each value, as it will increase your clarity and mean you can share them with other people (if you'd like to).

Example: Sarah and Helen both have 'achievement' as a value but very different definitions.

Sarah's definition

👉 Making progress towards big goals.

Helen's definition



👉 Wins along the way.

Step 1:

Choose three words that scored highly on the previous prioritising exercise.

Step 2:

For each word write down what that word means to you.

	Value 1 My Definition
	Value 2 My Definition
	Value 3 My Definition

My values reflection so far...

Reflecting

What have I **learned from identifying** my career highs and career lows?



Reviewing

What is important to me about **who** I work with, **where** I work and **on what**?



Choosing

I noticed the following **consistent themes** when choosing meaningful words...



Prioritising

My top **3 values** are...



Defining

...and my **definitions** are



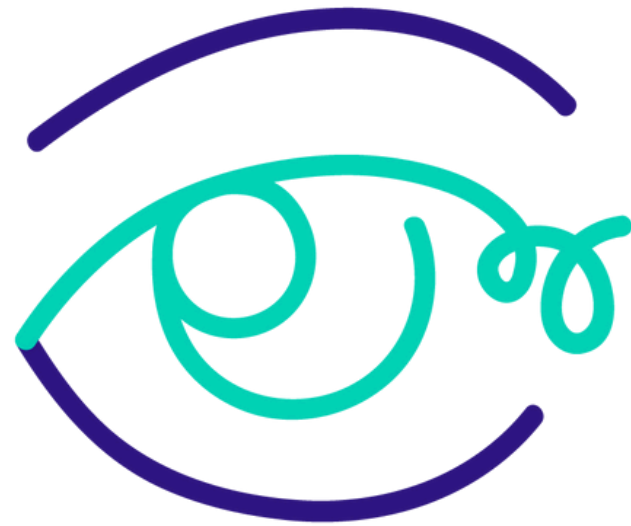
This makes me feel...



*"You don't have to be perfect, just **engaged and committed** to aligning values with actions."*

Brené Brown

Learn more: Exploring your values



Watch

TED Talk:

Build Your Life
with Your Values
Simon Sinek



Read

Book:

The Squiggly Career,
Chapter 3: Values
Helen Tupper & Sarah Ellis



Listen

Squiggly
Careers
Episode #42:
Discover Your
Values

We hope you've found this Ten Minute Tool useful.

For more free career development resources [visit amazingif.com/toolkit](https://www.amazingif.com/toolkit)

Amazing gif

amazinggif.com