

CORE VALUES CLARIFICATION EXERCISE

STEP 1: CORE VALUES LIST

Circle only the 8 value words that are most important to you, then narrow the list to 3 to 5 words. The blank lines at the bottom of each column allow you to add your own value words if you do not find them on this list.

truth
curiosity
efficiency
initiative
environment
communication
power
control
courage
competition
excitement
creativity
happiness
honor
innovation
obedience
financial growth
community support
effectiveness
integrity
peace
loyalty
clarity
financial security
love
intelligence
provide a legacy
persistence
sincerity
fun
relationships
wisdom

flexibility
perspective
commitment
recognition
learning
family harmony
honesty
originality
prestige
prosperity
discipline
respect
fairness
order
spirituality
adventure
cooperation
humor
collaboration
empathy
family
open-mindedness
having adequate resources
autonomy
dependability
trust
beauty
excellence
teamwork
service
challenge
profitability

freedom
friendship
influence
decisiveness
justice
quality
hard work
responsiveness
fulfillment
purposefulness
diversity
strength
self-control
cleverness
success
stewardship
support
equality
harmony
patience
growth
variety
productivity
competence
health
risk-taking
simplicity
independence
comfortable home

STEP 2: PRIORITY, OUTCOME STATEMENTS, AND BEHAVIORS

Please place your 3 to 5 Core Values in priority order and list the outcome statement and behavior indicators for each of them. The behaviors do not need to be in priority order.

It is critical to place your Core Values in priority order in the event you face a decision where two values conflict. For example, say you had **Integrity** as a higher value than **Financial Growth** and you were offered a substantial amount of money as a gift that you know was obtained in an unethical manner. Taking the gift would improve your **Financial Growth** value, but you would decline the gift because your **Integrity** value has higher priority.

EXAMPLES – CORE VALUES:**Core Value***Integrity***Outcome Statement***Do the right thing.***Behaviors:**

- *Tell the truth at all times*
- *Be ethical in all I do*
- *Be trustworthy*

Core Value*Relationships***Outcome Statement***Demonstrate the awesome value of others.***Behaviors:**

- *Love people*
- *Equip others to succeed*
- *Expand circle of influence*
- *Resolve conflicts*
- *Recognize and reward success*

Core Value*Financial Growth***Outcome Statement***Gradually increase personal net worth***Behaviors:**

- *Manage debt*
- *Limit consumer spending*
- *Make well-researched/wise investments*
- *Fully pay credit card balances each month*



YOUR CORE VALUES:

Core Value

Outcome Statement

Behaviors:

Core Value

Outcome Statement

Behaviors:

Core Value

Outcome Statement

Behaviors:

Core Value**Outcome Statement****Behaviors:**

Core Value**Outcome Statement****Behaviors:**

STEP 3: MAKING SENSE OF THE RESULTS

You may have just identified your personal Core Values for the first time, or this exercise may have been a reaffirmation of values of which you were already aware. Effective ethical leadership is about ensuring your behavior is in line with your stated Core Values. In other words, having the courage to stand up for what you believe.

**Your value words are powerful because they are yours,
regardless of the process you used to define them.**

FOOD FOR THOUGHT

Is there alignment between your Core Values and your actual behavior? If not, where do you believe the gaps are?

Do you need to address any gaps between your Core Values and your actual behavior? If so, how will you go about doing so?