Discovering Your True Values - Guided Exercise

Step 1: Initial Selection

Look at the values list and circle/mark all the values that resonate with you. Don't overthink — if the word sparks something in you, mark it. You might end up with 20–40 values at this stage. That's perfect.

Step 2: Grouping

Look at your chosen words and see if some cluster naturally together.
Example: Integrity, Honesty, Trust → could be one cluster called Integrity.
Example: Health, Vitality, Balance → could become Wellbeing.
This helps you reduce overlap and see the bigger themes.

Step 3: Narrowing to Top 10

Ask yourself these questions for each value:
1. Importance Test: Is this value essential for me to feel fulfilled in life/work?
2. Sacrifice Test: Would I still choose this value even if it cost me money, recognition, or comfort?
3. Legacy Test: Do I want to be remembered for living this value?

Keep only the values that pass these tests. Aim for around 10.

Step 4: Distinguishing Core from Supporting

From your top 10, identify which ones feel like the non-negotiables (core values).
Supporting values are nice to have, but core values are the ones that, if missing, would make you feel out of alignment with yourself.
Choose your Top 5–7 Core Values.

Step 5: Define What They Mean to You

For each of your core values:
- Write a short personal definition (what this word really means to you).
- Example: Integrity → "Doing what I say I will do, even when no one is watching."
- Example: Freedom → "Having the flexibility to make choices about my work and life without being trapped."

Step 6: Align with Action

Finally, connect values to practical actions:
Ask: "How can I live this value daily in my personal and professional life?"
Example:
- Value = Health → Personal: exercise 4x/week | Professional: don't sacrifice sleep for work.
- Value = Collaboration → Professional: mentor juniors | Personal: host family dinners.

My Top 10 Values

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

9. _____

10. _____

My Core 5–7 Values

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

Definitions of My Core Values

Value 1: _____
Definition: _____

Value 2: _____
Definition: _____

Value 3: _____
Definition: _____

Value 4: _____
Definition: _____

Value 5: _____
Definition: _____

Value 6: _____
Definition: _____

Value 7: _____
Definition: _____

Actions to Live My Values

For each value, list actions that help you live it daily.
Example: Value = Health → Personal: exercise | Professional: maintain work-life balance.

Value 1: _____
Personal Actions: _____
Professional Actions: _____

Value 2: _____
Personal Actions: _____
Professional Actions: _____

Value 3: _____
Personal Actions: _____
Professional Actions: _____

Value 4: _____
Personal Actions: _____
Professional Actions: _____

Value 5: _____
Personal Actions: _____
Professional Actions: _____

Value 6: _____
Personal Actions: _____
Professional Actions: _____

Value 7: _____
Personal Actions: _____
Professional Actions: _____

Values

Professional Values

These guide your work, career, and how you show up in your professional life.

Achievement & Growth

- Excellence
- Mastery
- Learning / Continuous growth
- Innovation
- Creativity
- Ambition
- Performance
- Impact

Integrity & Ethics

- Honesty
- Fairness
- Accountability
- Transparency
- Reliability
- Professionalism
- Responsibility
- Ethics

Relationships & Collaboration

- Teamwork
- Partnership
- Mentorship
- Collaboration
- Communication
- Respect
- Trust
- Inclusivity

Leadership & Influence

- Vision
- Courage
- Influence
- Empowerment
- Service to others
- Stewardship
- Authority
- Recognition

Work Environment

- Stability
- Security
- Structure
- Flexibility
- Autonomy
- Balance
- Challenge
- Variety

Purpose & Contribution

- Service
- Making a difference
- Social responsibility
- Sustainability
- Legacy
- Contribution to society
- Growth of others

Personal Values

These shape your choices, relationships, lifestyle, and sense of meaning in life.

Self & Inner World

- Authenticity
- Self-respect
- Courage
- Freedom
- Independence
- Simplicity
- Peace of mind
- Spirituality / Faith

Growth & Learning

- Curiosity
- Wisdom
- Knowledge
- Self-development
- Open-mindedness
- Adventure
- Playfulness
- Discipline

Relationships & Connection

- Love
- Family
- Friendship
- Intimacy
- Belonging
- Kindness
- Empathy
- Loyalty

Wellbeing & Lifestyle

- Health

- Vitality
- Balance
- Joy
- Security
- Comfort
- Rest
- Adventure

Contribution & Legacy

- Generosity
- Compassion
- Community
- Justice
- Equality
- Service
- Environmental care
- Making a difference