



My Values - This tool provides a means of reflecting upon your personal values, positive and negative

My Values

How to use this tool:

1. For personal reflection
2. As a guide for coaches and counsellors when helping people through change
3. For facilitation when designing workshops to look at personal choices that participants may need to make in the future

The results of this self-reflection should be used to inform an action plan.

Reflect on your life to date, your career, and your achievements. Look at the list below and put a tick against the values that catch your attention for positive reasons and a cross against those that catch your attention for negative reasons.

Harmony		Excitement		Being socially aware	
Security		Stimulation		Risk	
Respect		Independence		Team spirit	
Ambition		Vision		Attention to detail	
Structure		Routine		Good working conditions	
Being Professional		Respect for Environment		Loyalty	
Fun		Principles		Competition	
Innovation		Working alone		Integrity	
Creativity		Controlling people		Contact with others	
Family		Fairness		Money	
Power		Recognition		Being an expert	
Travel		Accountability		Friendship	
Balance		Change		Reputation	
Benefit		The right location		Status	
Physical Challenge		Deadlines		Mastering new skills	

There is no right or wrong.

Compare your list with a colleague or conduct this activity with your team. Are the ticks and crosses all the same.

What is the impact of the ticks and crosses in your team and for you when working with colleagues.

Adapted from CIPD Organisational Development and Change (James A Cannon and Rita McGee)