



Exercise: Identify Your Values

Our values impact all facets of our lives and the many roles we play (e.g., friend, partner, parent, employee, manager). Values shape the goals that are important to us, our behaviours, and the manner in which we interact with others. Values change over the course of our lifetimes, and may even differ between our various roles and responsibilities. The priorities we place on different values also vary over time.

It can be helpful to identify the **workplace values** that are presently important to you, and to contemplate how they relate to your goals as a manager. Articulating your core values can help you to identify your goals and understand your behaviours. It can also serve as a valuable frame of reference for those inevitable times when you may begin to slip away from the values you hold dear.

Read through the following values and circle those that are most important to you at the present moment. For each of the values you circle, identify why it is important to you in your current role.

Value (circle those that are most important to you)	I value this in my role because....
Acceptance	
Accuracy	
Achievement	
Authority	
Autonomy	
Caring	
Challenge	
Comfort	
Commitment	
Compassion	
Contribution	
Cooperation	
Courtesy	
Creativity	
Dependability	
Duty	
Family	



Flexibility	
Forgiveness	
Friendship	
Fun	
Genuineness	
Growth	
Honesty	
Humour	
Independence	
Industry	
Justice	
Knowledge	
Mastery	
Openness	
Order	
Power	
Purpose	
Rationality	
Responsibility	
Safety	
Self-control	
Stability	
Tolerance	

Place an asterisk (*) next to any values you would like to develop or strengthen even further. How might you do this? Be specific.

- 1.
- 2.
- 3.
- 4.
- 5.



I commit to actively continuing to strengthen my workplace values. I will conduct the first stage of this process during the following period:

_____ (start date)

_____ (end date)