



Exploring Values: *Performing a Values Sort & Analysis*

Leadership Essentials Course

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Values Sorting Exercise - Overview

The exercise begins with a list offering a mix of "values." While comprehensive, this list is not all encompassing. Your objective will be to identify values *most important* to you.

The activity involves three steps. You can work these one after another in a single sitting, or take time over a day or two.



Values List – Print this page!

- | | | | |
|--------------------------|-------------------------|---------------------------|----------------------|
| 1. Acceptance | 26. Continuous Learning | 51. Growth / Personal | 76. Recognition |
| 2. Accountability | 27. Control | 52. Growth / Professional | 77. Reflective |
| 3. Achievement | 28. Cooperation | 53. Health | 78. Reliability |
| 4. Adaptability | 29. Courage | 54. Honesty | 79. Respect |
| 5. Advancement | 30. Creativity | 55. Humility | 80. Responsibility |
| 6. Ambition | 31. Dialogue | 56. Humor | 81. Rewarding |
| 7. Artistic | 32. Discourse | 57. Independence | 82. Risk-taking |
| 8. Authority | 33. Enthusiasm | 58. Integrity | 83. Safety |
| 9. Avant Guard | 34. Entrepreneurial | 59. Initiative | 84. Security |
| 10. Balance | 35. Environmental | 60. Intelligence | 85. Self Awareness |
| 11. Being the best | 36. Effectiveness | 61. Intuition | 86. Self Disciplined |
| 12. Calmness | 37. Efficiency | 62. Justice | 87. Simplicity |
| 13. Caring | 38. Ethics | 63. Knowledge | 88. Success |
| 14. Centeredness | 39. Excellence | 64. Leadership | 89. Sustainability |
| 15. Challenge | 40. Expert | 65. Listening | 90. Teamwork |
| 16. Character | 41. Faith | 66. Love | 91. Thoughtful |
| 17. Charity | 42. Fairness | 67. Making a difference | 92. Trust |
| 18. Coaching / Mentoring | 43. Family | 68. Openness | 93. Tradition |
| 19. Collaboration | 44. Financial stability | 69. Patience | 94. Understanding |
| 20. Commitment | 45. Forgiveness | 70. Peace Making | 95. Vision |
| 21. Communication | 46. Friendships | 71. Perseverance | 96. Vitality |
| 22. Community | 47. Fulfillment | 72. Persistence | 97. Wealth |
| 23. Compassion | 48. Fun | 73. Persuasive | 98. Well-being |
| 24. Competence | 49. Future Orientation | 74. Position | 99. Wisdom |
| 25. Conflict Resolution | 50. Generosity | 75. Power | |



Step One

Scan the list quickly, asking yourself, "is this *really* important to me?" If the answer is yes, put a check by that value. Every item may have some measure of importance, but you're seeking to identify the top third (~33) with relatively *more* importance. Draw a line through unchecked items.



Step Two

Compare *similarly themed* items on your checked list, for example "health" and "well-being" or "accountable" and "responsible." Of the paired sets, which value is *more* important? Or, which is more *comprehensive*? Does "health" *fit into* "well-being" or "well-being" *fit into* "health?" Examine contrasting values, such as "risk taking" and "security." Is one of these *more* important? Line out each value that's less important or can be subsumed into a broader term. Your goal is to narrow your list to 10 to 12 items.



Step Three

Critically examine your list. Which *five values most define* who you are and how you seek to lead your life? Circle these. Take a few extra minutes to write these down on a separate sheet of paper (or individual note cards), along with a few words or phrases that reflect your personal definition of each value.

Suggestion: for 30 days, note in a journal how you lived your values each day.