

What's Important To You?

Personal Values Review

Our values represent the essence of what's important to us in life – the building blocks that represent what really matters. They are our personal guiding principles that we work with in order to make sense of our lives.

Values derive from many sources, change over time and can importantly affect what you do and how you do it. Identifying your own key values is therefore very significant for your personal and professional development.

This exercise will help you to get clear about which values are important to you and to help you to begin to understand how they impact your attitude, your decisions and your behaviour.

1. What values are important for you?

Go through the values on the list on the next page and put a mark by any those which are important to you. Do this instinctively and beware of choosing words that you feel you should choose – remember, this is your list which means only your values are important. If you notice any of your values missing then add them in.

2. Pick your top 10

Work through the list again and use a highlighter pen to highlight the values you marked on your first run through the list. Your next step is to pick your top 10 from the highlighted values. Order of importance is not your focus at this stage – you are purely selecting your list of 10.

3. Put your top 10 in priority order

Using the grid put your 10 chosen values, 1 per box horizontally and in the same order in the boxes vertically. Using the horizontal list, take each value in turn and decide whether it is more important to you than each of the other values you have listed vertically. In each box you write which of the 2 values in the pair you are comparing is the most important to you.

The shaded boxes will not contain anything as this is where the pair of words becomes the same.

4. Complete your value hierarchy

Once you have completed the grid, simply count up the number of times each value appears and list them in that order in the table on page 5 begin with the highest scoring value at number 1 to the lowest scoring value at number 10.

Sense check the final result by thinking about your most recent actions and decisions and whether they reflect the list that you have created. Be willing to change the order of the list until it makes sense to you instinctively as well as through the scoring exercise.

Values		Values	
Achievement Attaining goals, sense of accomplishment and success		Harmony Being at peace with self and others	
Advancement Progress, promotion		Integrity Honesty, directness, authenticity, sincerity and standing up for own beliefs	
Adventure New and challenging experiences, taking risks		Involvement Participating with/ including others, belonging to community, sharing	
Affection Love, caring, fondness, nurturing		Loyalty Commitment, dependability, dedication	
Competitiveness Striving to win, to be the best		Order Organised, structured, systematic, attention to detail and accurate	
Cooperation Collaboration, teamwork, partnership		Personal Development Strengthening own learning, realising potential	
Creativity Being imaginative, inventive, original		Pleasure Fun, humour, enjoyment, good times, laughter	
Economic security Steady, adequate income		Power Influence, importance, autonomy	
Fame Renown, distinction		Recognition Respect from others, acknowledgement, status	
Family Close relationships with family members		Responsibility Accountability for words and actions, self-awareness	
Freedom Independence, autonomy, liberty		Respect Belief in own and others' abilities, self-esteem	
Friendship Close relationships with others, rapport		Spirituality Belief in a greater positive, unifying force	
Health Physical and mental wellbeing		Wealth Material abundance	
Helpfulness Service, assisting others, contribution to improving society		Wisdom Knowledge, insight, enlightenment	

Prioritising Your Chosen Values

Values										

Your Hierarchy of Values

	Value
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	