

Leigh Allen-Arredondo

CREATIVE LEADERSHIP COACHING

In my leadership coaching, I ask a lot of questions about what actions and decisions align to your values. But what if you're not clear on your values? Or perhaps you have an inkling that your values have changed. Here's a worksheet that can help you identify your values and think about how your work or life are aligned or misaligned with what's most important to you right now.

Step 1. Check off all the values that are important to you - as many as you want. Be honest with yourself -- don't check off a value just because you think it “should” be important to you.

- Achievement/Accomplishment: achieving tasks/goals successfully
- Advancement: consistently moving ahead to new opportunities
- Autonomy: choosing own projects, setting own pace, minimal supervision
- Belonging to a Group: being identified with a close-knit group working toward mutual goals (family, community or work related)
- Building Something: creating or establishing a thing or idea
- Challenge: involvement with stimulating or demanding tasks/projects
- Competition: participating in activities that are measurable
- Community Involvement: contributing regularly to local, national or international well-being
- Creativity: making, inventing or producing innovative things or ideas
- Entrepreneurship: organizing & starting a new business or enterprise
- Equality: having the same value or status as others
- Excitement: engaging in continual change and variety
- Fame: public visibility, being widely recognized and renowned
- Family: time & energy for children, spouse, parents & relatives
- Financial Security: pay/benefits that are satisfactory and predictable
- Friendships: frequent and caring relationships outside the family

- Fun: experiencing pleasure, enjoyment and delight
- Happiness: feeling pleasure, contentment, well-being and joy
- Harmony: sense of inner calm and tranquility
- Health: positive physical and emotional health
- Independence: being self-reliant, freedom from control of others
- Integrity: adherence to personal code of ethics
- Leadership: guiding, motivating or directing others
- Learning: continuous drive to acquire knowledge and new skills
- Leisure: pursuing non-work related activities
- Physical Activity: active in regular physical work/challenges
- Recognition: being positively acknowledged by others
- Respect: being treated with consideration and fairness
- Risk-Taking: willingness to push oneself to face challenges/demands
- Security/Stability: predictability of routine, roles, life style
- Self-Expression: ability to communicate personal ideas & feelings
- Service to Others: giving assistance, support and aid to others
- Spirituality: having a spiritual belief that influences one's life work
- Status: possessing a prestigious job title or position
- Wealth: having significant financial resources and possessions
- Work/Life Balance: a positive balance of time and energy

What else comes to mind that's important to you but not on this list?

- _____

- _____

Step 2. Give each of the values you checked off a number from 1-3:

#1 is a “must have” in your work or personal life

#2 is important but not a show-stopper

#3 is a nice to have that you can live without

Step 3. Take your top "must haves" and write them in priority order, with the most important at the top. What are your top 6?

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

Here's your starting point for integrating these values into your work and life! You might modify or refine these as you continue examining your values alignment, which is great!

Step 4. Start mapping out where your values are aligned in your life and work, and where there are gaps. As you go through this exercise, think about where you want to put more focus on finding greater alignment.

Value #1. _____

What is in alignment?

What is not aligned?

Value #2. _____

What is in alignment?

What is not aligned?

Value #3. _____
What is in alignment?

What is not aligned?

Value #4. _____
What is in alignment?

What is not aligned?

Value #5. _____
What is in alignment?

What is not aligned?

Value #6. _____
What is in alignment?

What is not aligned?

Now that you've completed this exercise, take some time to reflect.

How would your life be different if you were in closer alignment with what's most important to you?

What would need to change?

What's one thing you could do this week to get a step closer?

How does it feel to think about that as a real possibility?

Consider living in possibility!