# Values in Others

**Think of a someone who you know well, you trust and who motivates you to put in extra effort. To what extent do they communicate their personal values (i.e. what they stand for as a leader) and act in accordance with these values?**

**Can you think of a situation where you were not clear about the personal values of a leader? In other words, you really didn’t know what they stood for as a leader. If so, how did this affect your relationship with them or your opinion of them as a leader?**

**Can you think of the situation where a leader has not acted in accordance with their espoused personal values? For example, they may have emphasized the importance of taking risks to foster innovation, then punished a member of their staff who took a reasonable risk and failed. If so, how did this behavior affect your relationship with them or your opinion of them as a leader?**

# Personal Values

Indicate in the table which values are not important, moderately important, or extremely important to you by placing a tick in the appropriate column of the table.

|  |  |  |  |
| --- | --- | --- | --- |
| Personal Values | Not Important to you? | Moderately important to you?  | Extremely important to you?  |
| Achievement/success |  |  |  |
| Autonomy |  |  |  |
| Beauty |  |  |  |
| Challenge |  |  |  |
| Communication |  |  |  |
| Competence |  |  |  |
| Competition |  |  |  |
| Courage |  |  |  |
| Creativity |  |  |  |
| Curiosity |  |  |  |
| Decisiveness |  |  |  |
| Dependability |  |  |  |
| Discipline |  |  |  |
| Diversity |  |  |  |
| Effectiveness |  |  |  |
| Empathy |  |  |  |
| Equality |  |  |  |
| Family |  |  |  |
| Flexibility |  |  |  |
| Freedom |  |  |  |
| Growth |  |  |  |
| Happiness |  |  |  |
| Harmony |  |  |  |
| Health |  |  |  |
| Honesty/Integrity |  |  |  |
| Hope |  |  |  |
| Humour |  |  |  |
| Independence |  |  |  |
| Innovation |  |  |  |
| Intelligence |  |  |  |
| Love/Affection |  |  |  |
| Loyalty |  |  |  |
| Open-mindedness |  |  |  |
| Patience |  |  |  |
| Power |  |  |  |
| Productivity |  |  |  |
| Prosperity/Wealth |  |  |  |
| Quality |  |  |  |
| Recognition |  |  |  |
| Respect |  |  |  |
| Risk taking |  |  |  |
| Security |  |  |  |
| Service |  |  |  |
| Simplicity |  |  |  |
| Spirituality/Faith |  |  |  |
| Strength |  |  |  |
| Teamwork |  |  |  |
| Trust |  |  |  |
| Truth |  |  |  |
| Variety |  |  |  |
| Wisdom |  |  |  |

**From the values you marked as ‘extremely important’, select the five most important values to you.**

**Write down what these top five values mean to you in simple and explicit terms. For example, ‘creativity’ may mean ‘to be original and inventive’.**

**To what extent do these values help to explain some of your behaviours such as: career choices; which issues motivate you to engage in activities; how you allocate your time; and how you respond to issues/events?**

**For each of the five high priority personal values you identified, try to identify an action you could take at work to demonstrate them.**

|  |  |  |  |
| --- | --- | --- | --- |
| Personal Value | Ways to demonstrate commitment to values | Description | Example of an action/behavior |
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|  |   |   |  |