

## Personal Values Exercise

by Bob & Gregg Vanourek

Personal values are those things that are important to you. Think about what you believe and stand for, and your convictions about what is most important in life.

While many organizations have statements of their values, in our experience many people don't take the time to identify their own values.

We believe there is great power in making our values explicit and communicating them with others via respectful dialogue.

Values matter because what you deem important guides your behavior. Many people run into trouble when they start living and leading in ways that conflict with their values.

Bob's personal values are:

- Leadership
- Relationships
- Integrity
- Courage
- Service

(Their acronym is LRICS.) They guide his behaviors by encouraging him to be a leader, build trusting relationships, do what's right, overcome his fears, and serve others.

Gregg's values are:

- Connection
- Love
- Integrity
- Courage

(Their acronym is CLIC.)

**Instructions:** Below is a list of common values for you to peruse. Start by choosing ten words that reflect what you value most. Some of the words are similar, so choose the words that best describe what you value. Feel free to substitute other words if they better reflect your values. This exercise should take less than 30 minutes.

accountability	empathy	innovation	recognition
achievement	empowerment	integrity	relationships
advancement	enlightenment	involvement	religion
adventure	entrepreneurship	joy	respect
affection	environment	justice	responsibility
authenticity	equality	kindness	responsiveness
autonomy	ethical	knowledge	risk-taking
balance	excellence	leadership	safety
beauty	excitement	learning	sanctuary
caring	expertise	life	security
challenge	fairness	love	self-esteem
change	faith	loyalty	serenity
collaboration	fame	meaning	service
compassion	family	mercy	sharing
communication	fidelity	merit	simplicity
community	flexibility	money	spirituality
competence	forgiveness	nature	stability
competition	freedom	nirvana	status
connectedness	friendship	openness	stewardship
consensus	fun	order	strength
conviction	God	partnership	success
cooperation	Goodness	passion	teamwork
country	gratitude	patience	tradition
courage	greatness	peace	trust
courtesy	growth	perfection	truth
creativity	happiness	perseverance	understanding
curiosity	harmony	personal	uniqueness
dedication	healing	development	variety
decisiveness	health	philanthropy	vision
democracy	home	pleasure	vitality
development	honesty	positive attitude	wealth
dignity	honor	power	wellness
discipline	humility	privacy	wholeness
diversity	humor	productivity	winning
duty	imagination	professionalism	wisdom
education	independence	prosperity	work
effectiveness	individuality	purpose	
efficiency	influence	quality	

*Narrow that list of ten down to your top three to six values—ranked in order of importance—and explain further (e.g., why each is important to you). Form the first letters of each word into a memorable acronym if you wish.*

<b>Value</b>	<b>Brief Explanation</b> <b>(what you mean by it or why it's important to you)</b>
1)	
2)	
3)	
4)	
5)	
6)	

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