Personal values

Values are generally acquired in childhood, it's the experiences we have at home, in school, then on into working lives that shape our belief system. Our values generally govern our behaviour and define who we are at work and at home. They tell others through our behaviours what we stand for, our own personal brand so to speak.

Much of the time we see our values when we are tested the most, during our hardest times, this is when we draw on the core of who we are.

From the list on the next page:

1. Score out the values that you don't connect with deeply.
2. Group the remaining into similar themes (e.g. learning, knowledge, understanding or honesty, integrity, fairness)
3. Think about what remains and ask yourself these questions
   a. Does this define me?
   b. Is this who I am at my best?
   c. Is this a filter that I use to make hard decisions?
4. Keep assessing until you are left with one or two values that truly guide your every intention and behaviour.

Remember some values will be a subset of those you choose as your top two, for example if you choose integrity, then honesty and truth may be closely linked and a subset.

Knowing our core values can help us to understand why we find some situations difficult and why some feel comfortable or not with certain people. Knowing others' values helps us to understand if and when we might need to compromise or be curious.

Personal values

FARM STRONG Scotland

Accountability	Achievement	Adaptability	Adventure	Altruism	Ambition
Authenticity	Balance	Being the best	Belonging	Career	Caring
Collaboration	Commitment	Community	Compassion	Competence	Confidence
Contentment	Connection	Cooperation	Contribution	Courage	Credibility
Creativity	Curiosity	Dignity	Diversity	Environment	Efficiency
Equality	Equity	Ethics	Excellence	Fairness	Faith
Family	Fun	Fulfilment	Freedom	Friendship	Financial stability
Forgiveness	Future	Generosity	Giving Back	Growth	Gratitude
Harmony	Health	Home	Honesty	Hope	Humour
Inclusion	Independence	Inclusion	Initiative	Integrity	Intuition
Job security	Joy	Justice	Kindness	Knowledge	Leadership
Learning	Legacy	Leisure	Love	Loyalty	Nature
Optimism	Openness	Order	Parenting	Patience	Peace
Perseverance	Power	Pride	Parity	Recognition	Reliability
Risk taking	Restoration	Respect	Resourceful	Safety	Security
Self-discipline	Success	Self-expression	Self-respect	Serenity	Simplicity
Sportsmanship	Spirituality	Service S	tewardship	Teamwork	Thrift
Time	Tradition	Travel	Trust	Truth	Understanding
Uniqueness	Usefulness	Vision	Vulnerability	Wealth	Wisdom

Brene Brown, research professor and author of the book "Dare to Lead" created the values exercise.