**Leading from Your Personal Why: Core Values Activity**

*Which values are most important to you?*

**Activity Directions**

Please complete the following activity and be sure to bring a printed copy to the “Leading Special Services” session at All Leader Training.

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| Step 1 | Review the list of values on the next page. In column two, rate each value “high,” “medium,” or “low” in terms of how important they are to you and the reasons that you do this work. (Tip: use “h,” “m,” or “l” for shorthand.) |
| Step 2 | Using your ratings from step 1 as a guide, identify your top 10 values and mark them in the third column. |
| Step 3 | Answer the following two questions for each value listed on the sheet, by rating each from 0 - 3. Put the two ratings in the “Satisfaction Index” column of the worksheet and then add them together to get your satisfaction index for each value.* How would you feel if this value were **more present** in your life and work?

0 = Indifferent or Sadder 1 = A little Happier2 = Happier 3 = Much Happier* How would you feel if this value were **less present** in your life and work?

0 = Indifferent or Happier 1 = Somewhat Concerned2 = Concerned 3 = Very Concerned |
| Step 4 | Look at your top scores from step three against the top 10 values you identified in step 2. Revise your top 10 values as needed. |
| Step 5 | Write your top 10 values on the next page, one per card. |
| Step 6 | “Give up” values, one at a time, by crossing them off the list until you are left with **just five**. These likely indicate your **core values**. Rewrite them. |
| Step 7 | Complete the reflection questions. Be sure to bring your top 5 core values and your responses to the reflection questions to the cohort day. |

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| **Personal Value** | **Step 1: High, Medium, Low (H/M/L)** | **Step 2: Identify Your Top 10 Values** | **Step 3: Satisfaction Index** |
| **More present score** | **Less present score** | **Total score** |
| Accomplishment |  |  |  |  |  |
| Advancement |  |  |  |  |  |
| Candor |  |  |  |  |  |
| Change |  |  |  |  |  |
| Children (anyone’s) |  |  |  |  |  |
| Competition |  |  |  |  |  |
| Control |  |  |  |  |  |
| Cooperation |  |  |  |  |  |
| Courage |  |  |  |  |  |
| Diversity |  |  |  |  |  |
| Economic Security |  |  |  |  |  |
| Empathy |  |  |  |  |  |
| Equal access |  |  |  |  |  |
| Equity |  |  |  |  |  |
| Excellence |  |  |  |  |  |
| Fairness |  |  |  |  |  |
| Family Life |  |  |  |  |  |
| Flexibility |  |  |  |  |  |
| Freedom |  |  |  |  |  |
| Friendship |  |  |  |  |  |
| Health |  |  |  |  |  |
| Helpfulness |  |  |  |  |  |
| Honesty |  |  |  |  |  |
| Humility |  |  |  |  |  |
| Inclusivity |  |  |  |  |  |
| Integrity |  |  |  |  |  |
| Justice |  |  |  |  |  |
| Leadership |  |  |  |  |  |
| Learning |  |  |  |  |  |
| Love |  |  |  |  |  |
| Loyalty |  |  |  |  |  |
| Making a Difference |  |  |  |  |  |
| Patience |  |  |  |  |  |
| Peace |  |  |  |  |  |
| Perseverance |  |  |  |  |  |
| Pleasure |  |  |  |  |  |
| Possessions |  |  |  |  |  |
| Power |  |  |  |  |  |
| Recognition |  |  |  |  |  |
| Respect for Others |  |  |  |  |  |
| Responsibility |  |  |  |  |  |
| Risk-Taking |  |  |  |  |  |
| Spirituality |  |  |  |  |  |
| Stability |  |  |  |  |  |
| Teamwork |  |  |  |  |  |
| Trust |  |  |  |  |  |
| Vision |  |  |  |  |  |
| Wealth |  |  |  |  |  |
| Winning |  |  |  |  |  |

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| **Step 4 + 5: Revised Top Ten Values** |
| **1.** |
| **2.** |
| **3.** |
| **4.** |
| **5.** |
| **6.** |
| **7.** |
| **8.** |
| **9.** |
| **10.** |

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| **Step 6: List Your Core Values** |
| **1.** |
| **2.** |
| **3.** |
| **4.** |
| **5.** |

**Reflection Questions**

1. **Reflecting on your daily life at work, think about the times where you feel *most connected* to these core values and list those times here. What are you working on? Who are you working with? How do you feel?**

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1. **Reflecting on your daily life at work, think about the times where you feel *least connected* to these core values and list those times here. What are you working on? Who are you working with? How do you feel?**

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1. **Review your team or school’s vision and/or values. (If you’re not sure what this is, ask your principal to share this with you.) Where do you see connections between your personal core values and your team or school’s vision and values?**

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