

PERSONAL AND TEAM VALUES:

Values help define our choices and behaviours...

Values are rooted in the active choices and decisions we make...

AN ACTIVE DECISION IS:

- A choice you make voluntarily
- A choice among many alternatives
- A well thought out choice that takes the consequences into consideration
- A choice you are proud of and satisfied with
- A choice that you confirm and tell others about
- A choice that you actually act upon
- A choice that you would repeat
- A choice that *you* fundamentally, consistently, and steadfastly guide upon which your life and work is based

You are invited to make your own personal ranking decision on the 20 or so Values that seem to impact the team and that the team operates from as a basis to make our good decisions – there are no correct or incorrect answers so advocate for your own opinion, not AGAINST the others.

When somebody speaks – listen! Practice the rules of dialogue.

The activity

- Look over the full Team Matrix Listing of Values¹ (See next page).
- Record the 10 Values that most resonate with you in a significant way
- Land on that one Value that simply has the *most* resonance for you. The one that is the heart of who you are at work.
- Think of a story as to why that one particular value is so powerful for you. In what was has this value played out for you at work – recently – or in the past and how that made you feel.

The outcome

To Narrow the Values Matrix Listing to 6-8 *CORE Values* that are shared and fundamental to the team. Remember all the other Values in the list are important and will guide the team in how it makes its decisions. Our goal is to identify those shared *CORE Values* that are fundamental to the team in day to day decisions and choices.

Everyone has 10 votes to cast on 10 different Values. We will continue the ranking processes to narrow until we have our top 6-8 Values.

¹ Adapted from <https://www.valuescentre.com/our-products/products-individuals/personal-values-assessment-pva>

PERSONAL VALUES

Select 10 of the following values/ behaviours that most reflect who you are, not who you desire to become.

<input type="checkbox"/>	Accountability	<input type="checkbox"/>	Control	<input type="checkbox"/>	Generosity	<input type="checkbox"/>	Power
<input type="checkbox"/>	Achievement	<input type="checkbox"/>	Courage	<input type="checkbox"/>	Health	<input type="checkbox"/>	Professional growth
<input type="checkbox"/>	Adaptability	<input type="checkbox"/>	Creativity	<input type="checkbox"/>	Humility	<input type="checkbox"/>	Recognition
<input type="checkbox"/>	Ambition	<input type="checkbox"/>	Dialogue	<input type="checkbox"/>	Humor/ fun	<input type="checkbox"/>	Reliability
<input type="checkbox"/>	Balance (home/work)	<input type="checkbox"/>	Ease with uncertainty	<input type="checkbox"/>	Independence	<input type="checkbox"/>	Respect
<input type="checkbox"/>	Being liked	<input type="checkbox"/>	Efficiency	<input type="checkbox"/>	Initiative	<input type="checkbox"/>	Reward
<input type="checkbox"/>	Being the best	<input type="checkbox"/>	Enthusiasm / positive attitude	<input type="checkbox"/>	Integrity	<input type="checkbox"/>	Risk-taking
<input type="checkbox"/>	Caring	<input type="checkbox"/>	Entrepreneurial	<input type="checkbox"/>	Job security	<input type="checkbox"/>	Safety
<input type="checkbox"/>	Caution	<input type="checkbox"/>	Environmental awareness	<input type="checkbox"/>	Leadership	<input type="checkbox"/>	Self-discipline
<input type="checkbox"/>	Clarity	<input type="checkbox"/>	Ethics	<input type="checkbox"/>	Listening	<input type="checkbox"/>	Teamwork
<input type="checkbox"/>	Coaching/ mentoring	<input type="checkbox"/>	Excellence	<input type="checkbox"/>	Making a difference	<input type="checkbox"/>	Trust
<input type="checkbox"/>	Commitment	<input type="checkbox"/>	Fairness	<input type="checkbox"/>	Openness	<input type="checkbox"/>	Vision
<input type="checkbox"/>	Community involvement	<input type="checkbox"/>	Family	<input type="checkbox"/>	Patience	<input type="checkbox"/>	Wealth
<input type="checkbox"/>	Compassion	<input type="checkbox"/>	Financial stability	<input type="checkbox"/>	Perseverance	<input type="checkbox"/>	Wellbeing (physical, emotional, spiritual)
<input type="checkbox"/>	Competence	<input type="checkbox"/>	forgiveness	<input type="checkbox"/>	Personal fulfillment	<input type="checkbox"/>	Wisdom
<input type="checkbox"/>	Conflict resolution	<input type="checkbox"/>	Friendship	<input type="checkbox"/>	Personal growth		
<input type="checkbox"/>	Continuous learning	<input type="checkbox"/>	Future generations	<input type="checkbox"/>	Personal image		

Strategic Advisory Team Top Values
