WHAT ARE VALUES?

Values are ideas about the worth or importance of people, concepts, or things. They motivate behaviour and guide evaluations and decisions.

If people know their core values it can help them appraise and make decisions choice-fully, assuming they want their decisions to align with their values.

Some values are more important than others, so they form a hierarchy. Those on top exert more power over a wider range of situations than those lower down. It can be the case that ones lower down the hierarchy conflict with the higher-level ones. This may lead to some values not being honoured, consciously and/or unconsciously.

The more aware a person is of his/her values, the more likely she/he will be making decisions that align with his/her values, particularly those that are at the top. And this can lead to greater enjoyment and fulfilment – and increased work performance.

To help get to know your values:

Select an activity you engage in at work. Think about your decision-making process for engaging in and implementing this activity.

- ➢ What thoughts influenced your decisions?
- ➢ What is your intended outcome for doing this activity – for others and you?
- ➢ What do you want to achieve?
- ➢ What is important about that or those outcomes to you?

Consider each value individually:

If you were to truly live this value:

- ➢ What would stop you?
- ➢ What would start you?
- ➢ What would you do more of?
- ➢ What are you prepared to commit to?
- ➢ What fears would potentially prevent you from honouring your commitment?

Take a look at the top five values on your list and consider:

- What do they mean exactly?
- What are you expecting from yourself – even in difficult times?
- What are you expecting from others?
- What behaviours are associated with them?
- What words are associated with them?
- What rights and responsibilities could be linked with these values?
- How would your life be different if those values were prominent and practised consistently?
- How well do they align with your employing organisation's values? If none stated openly look at product values or informal values?

Values supported, violated or conflicting

How have you felt when:

- You have stood up for your core value(s)?
- Any of your core values have been violated?
- You have violated any of your core values?

What would drive you to violate/support your values?

Do you experience any conflict of values? If so, how do you manage them?