

IDENTIFYING CORE VALUES: THE PROCESS

Identifying shared values as a group exercise need not be complicated.....just thoughtful. I would recommend setting aside at least two hours for this exercise. You can provide your team members with the attached “extensive” list of values and ask them to pick their top five using the criteria in the “Identifying Core Values” attachment. The values list is only a guide and not intended to limit or exclude other choices.

Before you meet with the staff, compile a list of everyone’s top five values and give the list to each participant. Begin by going around the room asking each person to discuss their chosen values and what each of these values means to them. On the list of values, write a brief (one sentence) definition of the value so everyone understands and shares the same meaning. You will likely find overlap with chosen values. Some of the chosen values may be the same or you may find that two different values share the same meaning, in which case you can choose which value is most consistent with the group’s interpretation.

Once everyone has had a chance to share their list, review the list again as a group using the criteria in the” Identifying Core Values” document. Mark the values that unanimously meet the group’s evaluation using the requested criteria. Debate is encouraged and may prove enlightening.

As the list becomes smaller, you will find that very few values meet everyone’s needs. Once there is consensus on three to five values, you have found your core values.

As a final sign of solidarity and commitment, go around the table asking for each person’s verbal assurance that this list represents the guiding values by which the practice will operate. Finally, it is a good idea to collaborate about how team members will be accountable for living these values and how these values can be used as a guideline in decision making for each team member.

From this point on, decision making and performance feedback will be made with these shared values as guidelines.

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How to Identify Your Core Values

1. A core value is something I have chosen freely and with consideration for the consequences of my choice.
2. A core value is something I prize greatly and has a positive influence on my life.
3. A core value is something I want to publicly affirm.
4. A core value is something I am willing to act on.
5. A core value is something I would repeat.....if given the circumstances, I would respond in the same way.

Core Values are the Guiding Principles around which I will make ALL my business (and personal) decisions. It is what I view as “right” and “true.”

Once you embrace your core values you will never feel lost again.



Values List

Acceptance	Accessibility	Accomplishment	Accuracy
Achievement	Acknowledgement	Activeness	Adaptability
Adoration	Adroitness	Adventure	Affection
Affluence	Aggressiveness	Agility	Alertness
Altruism	Ambition	Amusement	Anticipation
Appreciation	Approachability	Articulacy	Assertiveness
Assurance	Attentiveness	Attractiveness	Audacity
Availability	Awareness	Awe	Balance
Beauty	Being	Belonging	Benevolence
Bliss	Boldness	Bravery	Brilliance
Buoyancy	Calmness	Camaraderie	Candor
Capability	Care	Carefulness	Celebrity
Certainty	Challenge	Charity	Charm
Chastity	Cheerfulness	Clarity	Cleanliness
Clear-mindedness	Cleverness	Closeness	Comfort
Commitment	Compassion	Completion	Composure
Concentration	Confidence	Conformity	Congruency
Connection	Consciousness	Consistency	Contentment
Continuity	Contribution	Control	Conviction
Conviviality	Coolness	Cooperation	Cordiality
Correctness	Courage	Courtesy	Craftiness
Creativity	Credibility	Cunning	Curiosity
Daring	Decisiveness	Decorum	Deference
Delight	Dependability	Depth	Desire
Determination	Devotion	Devoutness	Dexterity
Dignity	Diligence	Direction	Directness
Discipline	Discovery	Discretion	Diversity
Dominance	Dreaming	Drive	Duty
Dynamism	Eagerness	Economy	Ecstasy
Education	Effectiveness	Efficiency	Elation
Elegance	Empathy	Encouragement	Endurance
Energy	Enjoyment	Entertainment	Enthusiasm
Excellence	Excitement	Exhilaration	Expectancy
Expediency	Experience	Expertise	Exploration
Expressiveness	Extravagance	Extroversion	Exuberance
Fairness	Faith	Fame	Family
Fascination	Fashion	Fearlessness	Ferocity
Fidelity	Fierceness	Financial	Firmness

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Fitness	Flexibility	Flow	Fluency
Focus	Fortitude	Frankness	Freedom
Friendliness	Frugality	Fun	Gallantry
Generosity	Gentility	Giving	Grace
Gratitude	Gregariousness	Growth	Guidance
Happiness	Harmony	Health	Heart
Helpfulness	Heroism	Holiness	Honesty
Honor	Hopefulness	Hospitality	Humility
Humor	Hygiene	Imagination	Impact
Impartiality	Independence	Industry	Ingenuity
Inquisitiveness	Insightfulness	Inspiration	Integrity
Intelligence	Intensity	Intimacy	Intrepidity
Introversion	Intuition	Intuitiveness	Inventiveness
Investing	Joy	Judiciousness	Justice
Keeness	Kindness	Knowledge	Leadership
Learning	Liberation	Liberty	Liveliness
Logic	Longevity	Looking	Love
Loyalty	Majesty	Making	Mastery
Maturity	Meekness	Mellowness	Meticulousness
Mindfulness	Modesty	Motivation	Mysteriousness
Nature	Neatness	Nerve	Obedience
Open-mindedness	Openness	Optimism	Order
Organization	Originality	Outlandishness	Outrageousness
Passion	Peace	Perceptiveness	Perfection
Perkiness	Perseverance	Persistence	Persuasiveness
Philanthropy	Piety	Playfulness	Pleasantness
Pleasure	Poise	Polish	Popularity
Potency	Power	Practicality	Pragmatism
Precision	Preparedness	Presence	Privacy
Proactivity	Professionalism	Prosperity	Prudence
Punctuality	Purity	Realism	Reason
Reasonableness	Recognition	Recreation	Refinement
Reflection	Relaxation	Reliability	Religiousness
Resilience	Resolution	Resolve	Resourcefulness
Respect	Rest	Restraint	Reverence
Richness	Rigor	Ritual	Sacredness
Sacrifice	Sagacity	Saintliness	Sanguinity
Satisfaction	Security	Self-control	Selflessness
Self-reliance	Sensitivity	Sensuality	Serenity
Service	Sexuality	Sharing	Shrewdness
Significance	Silence	Silliness	Simplicity

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Sincerity	Skillfulness	Solidarity	Solitude
Soundness	Speed	Spirit	Spirituality
Spontaneity	Spunk	Stability	Stealth
Stillness	Strength	Structure	Success
Support	Supremacy	Surprise	Sympathy
Synergy	Teamwork	Temperance	Thankfulness
Thoroughness	Thoughtfulness	Thrift	Tidiness
Timeliness	Traditionalism	Tranquility	Transcendence
Trust	Trustworthiness	Truth	Understanding
Unflappability	Uniqueness	Unity	Usefulness
Utility	Valor	Variety	Victory
Vigor	Virtue	Vision	Vitality
Vivacity	Warmth	Watchfulness	Wealth
Willfulness	Willingness	Winning	Wisdom
Wittiness	Wonder	Youthfulness	Zeal

