

Surfacing Your Core Values

Purpose

Use specific situations to help surface and identify those values of most importance to you.

Overall Approach:

- Work in pairs. Take turns being in the interviewer.
- **As the interviewer:**
 - Interview a colleague with the two questions below. Sit knee-to-knee.
 - Listen carefully, take copious notes; ask for a moment to ensure you are capturing what the interviewee is saying; pay careful attention to words and phrases you hear.
 - Paraphrase and feed back to them what you, as the interviewer, heard them say.
- **As the interviewee:**
 - Just start; fill in the details as you are recalling the situation; say how you remember feeling.

Time Required: 12 minutes/interview for a total of 25 minutes/pair

The Interview

1. Peak Experiences that Surface Our Values: 4 minutes

- Tell me about a time when you felt totally fulfilled – at your best. What was going on?
- As you reflect on that time, what values do you think were at play for you – or were you able to demonstrate?

2. Poor Experiences that Suppress Our Values: 4 minutes

- Tell me about a time when you were angry, frustrated, or felt stifled. What was going on?
- As you reflect on that experience, what values do you think were being ignored?

3. Interviewer's Observations: 4 minutes

- Interviewer tells the interviewee what they heard; Interviewee – take copious notes of what the interviewer feeds back to you.

Total Time: 25 minutes - 12 minutes per Interview

Value: _____

- What are 3 behaviours that support this value?

- When do you, or have you, used these behaviours?

- How do you feel when you're behaving this way - and living this value?

- How does this value show itself in your everyday life?

- What's a slippery slope that you could - can - or do - fall into that takes you away from these behaviours and this value?

- What are warnings that you aren't not living this value?

- How can you check yourself when that starts to happen?

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