

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:

- o 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



Draft list

• Record 5 or 6 values that surfaced in the interview for you.

- Consider them:
 - o Are they what you expected? Are there surprises for you?
 - o How do these values show themselves in your everyday life?
 - o Do they bring a sense of joy to you?
 - o How do you honestly feel about these values?
 - o What are your motives for these values?

NOW - PICK TWO

My two core values:		
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Test them - bring them to life

As you look at these values, do they define you? Do they say who you are when you're at your best?

Are they your filter for making hard decisions?

Are they the values you recorded earlier?

How do you really feel about these values?



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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