

# Values: How to Identify and Operationalize

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The background is a solid teal color. It features several decorative elements: a cluster of white dots in the top-left corner, a larger, irregularly shaped area of white dots in the top-center, a solid teal shape on the right side, a solid teal shape on the left side, and a cluster of white dots in the bottom-left corner.

# Identifying Your Values

# 1. Choose Two Values

Does this define me?

Is this who I am at my best?

Is this a filter I use to make hard decisions?


Accountability  
Achievement  
Adaptability  
Adventure  
Altruism  
Ambition  
Authenticity  
Balance  
Beauty  
Being the best  
Belonging  
Career  
Caring  
Collaboration  
Commitment  
Community  
Compassion  
Competence  
Confidence  
Connection  
Contentment  
Contribution  
Cooperation  
Courage  
Creativity  
Dignity  
Diversity  
Environment  
Efficiency  
Equality  
Ethics  
Excellence  
Fairness  
Faith  
Family  
Financial Stability  
Forgiveness  
Freedom  
Friendship  
Fun

Future Generations  
Generosity  
Giving Back  
Grace  
Gratitude  
Growth  
Harmony  
Health  
Home  
Honesty  
Hope  
Humility  
Humor  
Inclusion  
Independence  
Integrity  
Initiative  
Intuition  
Job security  
Joy  
Justice  
Kindness  
Knowledge  
Leadership  
Learning  
Legacy  
Leisure  
Love  
Loyalty  
Making a difference  
Openness  
Optimism  
Order  
Nature  
Parenting  
Patriotism  
Patience  
Peace  
Perseverance  
Personal fulfillment

Power  
Pride  
Recognition  
Reliability  
Respect  
Resourcefulness  
Responsibility  
Risk-taking  
Safety  
Security  
Self-discipline  
Self-expression  
Self-respect  
Serenity  
Service  
Simplicity  
Spirituality  
Sportsmanship  
Stewardship  
Success  
Time  
Teamwork  
Thrift  
Tradition  
Travel  
Trust  
Truth  
Understanding  
Uniqueness  
Usefulness  
Vision  
Vulnerability  
Wealth  
Well-being  
Wholeheartedness  
Wisdom

Write your own:





## 2. Reflect Deeply

What is one behavior that shows you are operating in alignment with this value at work?

What is one behavior that shows you are operating out of alignment with this value at work?

What are the early warning indicators or signs that you are stepping away from this value?

Who is someone at work who knows your values and supports your efforts to live into them?





We desperately need more leaders who

are committed to courageous,

wholehearted leadership and who are

self-aware enough to lead from their

hearts, rather than unevolved leaders

who lead from hurt and fear.



Who is someone at  
work who knows your  
values and supports  
your efforts to live into  
them?



How do you see your values impacting how you give and receive feedback?





How do you see your values impacting how you make decisions?



Q

A

How do you see your values showing up when you delegate work or work is delegated to you?

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# Operationalizing Values



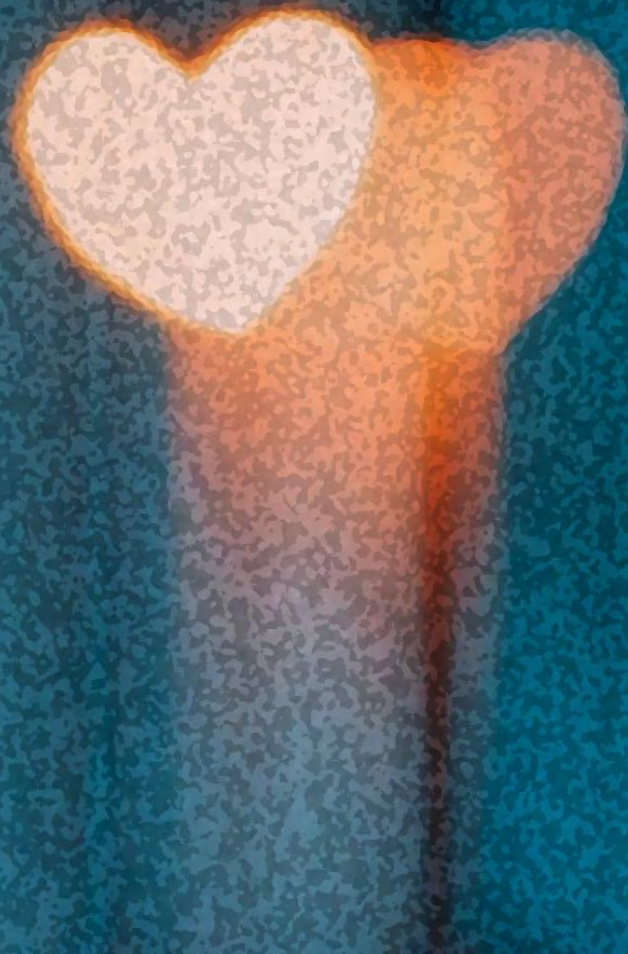


# TEAMWORK





# Daring & Courageous Team Members Say Hard Things



What are you choosing to be silent about?

How can you lean into your values to help you get out of your way?



*Clear*

*is*

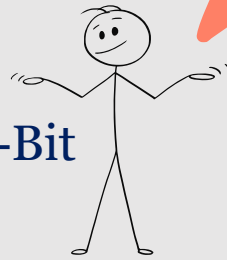
UNCLEAR  
IS UNKIND.

*kind.*



# Trust in People

Two-Bit



I trust everyone to do the job they are paid to do.

I ask for help and convey what support looks like for me individually.

Darry



# Act Courageously

I choose courage over comfort.  
I choose to practice my values  
rather than simply professing  
them.

Cherry



I choose what is fun, fast,  
and easy.

Sodapop

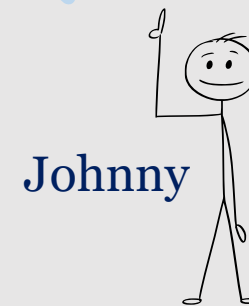


# Get Creative



Steve

I just follow orders.

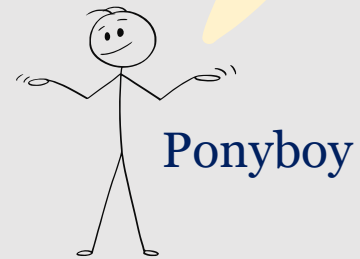


Johnny

I make it a priority to provide or request context when making decisions and delegating so people understand the purpose and bigger picture.



# See It Through



I hand a task over when I become overwhelmed and before I overreact.

I view reasonable failures and setbacks as part of innovation and growth.



Dallas



**What's  
coming up  
for you?**

Want to deepen  
your learning?

