

AUTONOMY

TRUST

RISK TAKING

TEAMWORK

RESPECT

STRENGTH

RECOGNITION

SPIRITUALITY / FAITH

QUALITY

SECURITY

ACHIEVEMENT / SUCCESS

SERVICE

BEAUTY

SIMPLICITY

CHALLENGE

PROSPERITY / WEALTH

WISDOM

PRODUCTIVITY

TRUTH

POWER

PATIENCE

HEALTH

OPENNESS

HARMONY

LOYALTY

HAPPINESS

LOVE / AFFECTION

GROWTH

INTELLIGENCE

FREEDOM

INNOVATION

FRIENDSHIP

INDEPENDENCE

FLEXIBILITY

HUMOR

FAMILY

HOPE

EQUALITY

HONESTY / INTEGRITY

EMPATHY

EFFECTIVENESS

COMMUNICATION

DIVERSITY

AUTHENTICITY

DISCIPLINE

EMERGENCE

DEPENDABILITY

INCLUSIVENESS

DECISIVENESS

FOCUS

CURIOSITY

COMMITMENT

CREATIVITY

FEEDBACK

COURAGE

BELONGING

COMPETITION

COLLABORATION

COMPETENCE

COMMON GOOD

FUN

SELF-EXPRESSION

JOY

COMMUNITY / FELLOWSHIP

EXCELLENCE

INFLUENCE

FAIRNESS

REPUTATION

LEARNING

PEACE / SERENITY

MEANING / PURPOSE

STABILITY

NATURE

ETHICAL PRACTICE

RELATIONSHIP

VALUE CREATION

RELIABILITY

ABUNDANCE

VULNERABILITY

REALISM

CONTRIBUTION

OPTIMISM

KNOWLEDGE

KINDNESS

GRATITUDE

CONNECTEDNESS

GENEROSITY

COOPERATION

SOLUTION FOCUS

INVITATION

FLOW



INTERDEPENDENCE



PLEASURE



CHANGE / VARIETY



FORGIVENESS



Personal Values Exercise

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Introduce the idea of values. *If working with a group:* give a definition and solicit a few examples. Remain silent while they think, give them time. If it really bogs down, I might say:

“We use values to make difficult decisions. For example: the school calls to say your small child has been taken to hospital with a broken bone and is afraid. *Do you go to your very important meeting in half an hour?* Our most difficult decisions often involve core values that conflict, or seem to conflict. Knowing one’s values makes most decisions lighter; we can make conscious choices and be at peace.”

Each person gets a set of 95 shuffled value words. This is a personal exercise.

1. **Silently, each person quickly sorts them into three piles.** Instruct them to use their own definitions. *“Go with your gut, do it fast. Only your own opinion matters.”*
 - a. **!!!** pile – your **no-compromise values**, deal-breakers, must haves for a good life
 - b. **!** pile - **important** values, but not so essential
 - c. **?** pile – **not so important for you**, even if others may find them vital
2. **Remove the ? pile.** And **set aside the ! pile** for a later step.
3. **Find themes:** Split the **!!!** pile into 5-10 groups. What feels right? What goes together?
 - a. See a gap? Write a missing value on a blank card.
 - b. Can’t decide? A single value can stand alone - or can go into multiple groups.
4. **Optional: Scan your ! pile** and add any of those values to your themed piles.
5. **Find creative, personalised labels for each pile.** There are different ways this happens:
 - a. You notice that one or two labels in a pile describe the whole group
 - b. Summarise: "love and be loved" or "pursuit of Happiness" or "keep moving"
 - c. Use a metaphor or imagery: Yoda; a racecar; magic wand, be like water ...
 - d. Draw a graphic label. a seashell, a house, a river, a balloon, a brain, a spiral ...
 - e. Don’t stop at a generic label like “family”. Add a word, or brainstorm alternatives. Keep going until the label is quirky, personal and you feel it in your body. *Yes!!!*
6. **Record your results (a list? a collage? a smartphone photo?) and put them to work:**
 - a. Put the list where you will see it every day. Make refinements over time.
 - b. Notice your thoughts around values. Tell a friend what you are learning.

If working with a group: Ask “How do we want to be, when we work together? What is most important to us as a group?” Each person contributes 3 (?) value cards. Work together to make a coherent Team Values list, noting that groups operate differently than individuals - so add/remove items accordingly as you discuss. When all (*really*) agree, share the list with everyone. Also, discuss briefly how the group wants to be with personal values that are not also group values.

Over time, values may shift or be taken for granted. Make a reminder or calendar entry to revisit this exercise in a few weeks or months. Or make it a periodic reflection ritual!


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Holding space for change: Lead yourself first

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