

## **Are Your Behaviours in Line With Your Values?**

### **Exercise: Developing Your Own Personal Vision**

#### **Step 1 - Identifying your deeply-held values**

All of the major decisions we make in our lives, whether personal or work-related, are easier to make and are more fulfilling when they are viewed through a template of well-understood values. The problem is that the process of identifying, clarifying and understanding your own values can be very challenging and frustrating.

This first step in this exercise is to identify those values that you hold very deeply. These are the ones you express through your work and daily activities. Below (and on the next page), you will see a list of commonly held values, beliefs and personal qualities. Note this is only a set of suggestions. Many will not apply to you, others will be deeply held. And, feel free to add any other values that you consider to be important.

Read through the list and notice your response to each word. In doing so, rate the degree of importance that would assign to each one using the following scale:

- 1 – Not at all important (*Does not motivate me*)
- 2 – Somewhat important (*Give it a little thought but not much more*)
- 3 – Reasonably important (*Am occasionally influenced by this value*)
- 4 – Very important (*Pretty significant motivator in my life*)
- 5 – Critically important (*Guides all of my actions and behaviours*)

<input type="checkbox"/> Achievement	<input type="checkbox"/> Challenge	<input type="checkbox"/> Courage
<input type="checkbox"/> Adventure	<input type="checkbox"/> Change	<input type="checkbox"/> Creativity
<input type="checkbox"/> Aesthetics	<input type="checkbox"/> Charity	<input type="checkbox"/> Decisiveness
<input type="checkbox"/> Affection	<input type="checkbox"/> Commitment	<input type="checkbox"/> Dependability
<input type="checkbox"/> Affiliation	<input type="checkbox"/> Community	<input type="checkbox"/> Discipline
<input type="checkbox"/> Altruistic	<input type="checkbox"/> Compassion	<input type="checkbox"/> Diversity
<input type="checkbox"/> Ambition	<input type="checkbox"/> Competent	<input type="checkbox"/> Ecology
<input type="checkbox"/> Authenticity	<input type="checkbox"/> Competition	<input type="checkbox"/> Empathy
<input type="checkbox"/> Autonomy	<input type="checkbox"/> Contribution	<input type="checkbox"/> Equality
<input type="checkbox"/> Balance	<input type="checkbox"/> Conformity	<input type="checkbox"/> Ethics
<input type="checkbox"/> Beauty	<input type="checkbox"/> Control	<input type="checkbox"/> Excellence
<input type="checkbox"/> Belonging	<input type="checkbox"/> Cooperation	<input type="checkbox"/> Excitement

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|--------------------------------------|---|--|
| <input type="checkbox"/> Expression  | <input type="checkbox"/> Forgiving      | <input type="checkbox"/> Harmony           |
| <input type="checkbox"/> Fairness    | <input type="checkbox"/> Freedom        | <input type="checkbox"/> Health            |
| <input type="checkbox"/> Faith       | <input type="checkbox"/> Friendship     | <input type="checkbox"/> Helpful           |
| <input type="checkbox"/> Fame        | <input type="checkbox"/> Fun            | <input type="checkbox"/> Honesty           |
| <input type="checkbox"/> Family      | <input type="checkbox"/> Generosity     | <input type="checkbox"/> Humility          |
| <input type="checkbox"/> Fast-paced  | <input type="checkbox"/> Genuineness    | <input type="checkbox"/> Humour            |
| <input type="checkbox"/> Financial   | <input type="checkbox"/> Growth         | <input type="checkbox"/> Independence      |
| <input type="checkbox"/> Flexibility | <input type="checkbox"/> Happiness      | <input type="checkbox"/> Influence         |
| <input type="checkbox"/> Innovation  | <input type="checkbox"/> Openness       | <input type="checkbox"/> Self-control      |
| <input type="checkbox"/> Insight     | <input type="checkbox"/> Order          | <input type="checkbox"/> Serenity          |
| <input type="checkbox"/> Intellect   | <input type="checkbox"/> Originality    | <input type="checkbox"/> Service to others |
| <input type="checkbox"/> Integrity   | <input type="checkbox"/> Passion        | <input type="checkbox"/> Sincerity         |
| <input type="checkbox"/> Involvement | <input type="checkbox"/> Peace          | <input type="checkbox"/> Spirituality      |
| <input type="checkbox"/> Justice     | <input type="checkbox"/> Perfection     | <input type="checkbox"/> Spontaneity       |
| <input type="checkbox"/> Kindness    | <input type="checkbox"/> Perseverance   | <input type="checkbox"/> Stability         |
| <input type="checkbox"/> Knowledge   | <input type="checkbox"/> Physical       | <input type="checkbox"/> Status            |
| <input type="checkbox"/> Leadership  | <input type="checkbox"/> Pleasure       | <input type="checkbox"/> Success           |
| <input type="checkbox"/> Learning    | <input type="checkbox"/> Power          | <input type="checkbox"/> Supervision       |
| <input type="checkbox"/> Leisure     | <input type="checkbox"/> Pressure       | <input type="checkbox"/> Teamwork          |
| <input type="checkbox"/> Logic       | <input type="checkbox"/> Pride          | <input type="checkbox"/> Tradition         |
| <input type="checkbox"/> Love        | <input type="checkbox"/> Recognition    | <input type="checkbox"/> Tranquility       |
| <input type="checkbox"/> Loyalty     | <input type="checkbox"/> Reliability    | <input type="checkbox"/> Wealth            |
| <input type="checkbox"/> Money       | <input type="checkbox"/> Respect        | <input type="checkbox"/> Winning           |
| <input type="checkbox"/> Nature      | <input type="checkbox"/> Responsibility | <input type="checkbox"/> Wisdom            |
| <input type="checkbox"/> Novelty     | <input type="checkbox"/> Security       |  |

## Step 2 - Turning values into action

Reflect on the ratings you gave to the values list. Which ones resonate most strongly? Presumably there are several that you have rated a '5', meaning they are critically important to you and guide all your actions and behaviours.

By itself, a value is meaningless if it fails to motivate you to action. To be meaningful, a value must influence the choices you make daily. Professing one set of values or beliefs but behaving in a manner that is incongruent with those beliefs is deceitful, to you and those closest to you. At a minimum, it indicates a serious disconnect between your inner beliefs and outward behaviours.

In this part of the exercise, you are going to select your five most important values, in order of importance to you, and answer three questions:

- Why is this value important to me?
- What are some of my behaviours that flow from this value? (These may be work-related or personal behaviours)
- What are some of the behaviours I engage in that are in conflict with this value?

**Value #1** \_\_\_\_\_

This value is important to me because:

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Two behaviours (actions) that I engage in because of this value are:

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A behaviour (action) that I engage in that is in conflict with this value is:

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**Value #2** \_\_\_\_\_

This value is important to me because:

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Two behaviours (actions) that I engage in because of this value are:

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A behaviour (action) that I engage in that is in conflict with this value is:

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**Value #3** \_\_\_\_\_

This value is important to me because:

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Two behaviours (actions) that I engage in because of this value are:

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A behaviour (action) that I engage in that is in conflict with this value is:

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**Value #4** \_\_\_\_\_

This value is important to me because:

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Two behaviours (actions) that I engage in because of this value are:

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A behaviour (action) that I engage in that is in conflict with this value is:

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**Value #5** \_\_\_\_\_

This value is important to me because:

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Two behaviours (actions) that I engage in because of this value are:

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A behaviour (action) that I engage in that is in conflict with this value is:

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### **Step 3 - Preparing Your Own Personal Vision Statement**

*"Generally the things we value the most when we are in our twenties, thirties and forties become the things we value the least at the end of our lives. And all those things that so many among us currently value least, like deep human connections, random acts of kindness, being in superb physical condition, devoting ourselves to excellence in our work, creating a legacy and carving out time each day to work on ourselves so that the best within us shines, will – in the end – reveal themselves to be most valuable."*

- Robin Sharma, *Discovery Your Destiny*

Your next step in the process is to create a personal vision statement that truly reflects your values and at the same time presents a framework for how you plan to invest your time and energy.

A vision statement should strike a balance. On one hand, it should be high-level, expressing those intrinsic, deeply held beliefs that govern all aspects of your life. On the other hand, the statement should be practical and realistic. If it achieves this level of practicality and realism, it can be continually used as a blueprint against which to evaluate all major decisions in your career and your life. It will allow you to act in ways that are consistent with your values and turn aside with conviction those opportunities that conflict.

Some individuals write both a personal vision statement and a professional vision statement. Some choose to create a single document that encompasses both personal and professional. The format is your choice. Just write whatever feels best for you. You will have ample opportunity to re-write and edit your document before settling on a final version. Here is my vision statement:

#### **Vision Statement of Gerry Walsh**

- *Live a healthy, active lifestyle*
- *Engage in meaningful and enjoyable work that helps other people learn and grow*
- *Be community-minded, sharing my time and talents with those people and organizations who need them*
- *Maintain a positive perspective on life, always looking for the good in people and events*
- *Pro-actively nurture relationships with family, and existing and new friends*
- *Act in a financially responsible manner, living "within my means" and planning for the future*
- *Continue to learn new things, be open to and explore new ideas and different ways of doing things*
- *Live a simpler lifestyle – spend less time working and more time developing outside interests*
- *Maintain relationships that are open, communicative, respectful and non-judgmental*



