

# Talk Recap: CORE VALUES

Our values often weave into our personalities and define who we are. They become a part of us and influence our decisions and actions. Personal values differ from person to person and are often affected by one's culture, upbringing and life experiences.

## Core Values Have

○ **TWO CLASSIFICATIONS:** Terminal and Instrumental.

Terminal: Long term life goals; desirable end states.

Instrumental: The modes of behaviour we use to get there.

○ **THREE CATEGORIES:** Character, Work, Personal.

Character values: the values that we need to exist as good human beings.

Work Values: That help us find a job that gives us satisfaction.

Personal values are those beliefs we hold most dear. They can be desirable goals that motivate our actions and guide us through our lives.

○ **TWO ATTRIBUTES:** Content and intensity.

The content attribute stresses that a particular code of conduct is important. The intensity attribute specifies how important that particular code of conduct is.

## Why Are Our Personal Values Important?

- THEY INCREASES SELF-AWARENESS
- HELP INFLUENCES POSITIVE AND ALIGNED OUTCOMES
- CAN IMPROVE THE QUALITY OF OUR LIFE THROUGH CLARITY
- THEY CAN HELP US GAIN AND MAINTAIN RESPECT (FROM OTHERS AND SELF)
- CAN HELP US GAIN CLARITY ABOUT OUR EXPECTATIONS
- HELPS US IN DECISION-MAKING
- HELPS US STAY MOTIVATED, FOCUSED AND ENGAGED
- HELPS TO CREATE AN ENJOYABLE, PEACEFUL LIFE
- CREATES A STRONG FOUNDATION

## **TERMINAL VALUES**

Terminal values are the goals that we would like to achieve during our lifetime. They are considered the highest values in a person's value system. Terminal values are about the life goals and objectives of a person or his destination.

## **INSTRUMENTAL VALUES**

Instrumental values, on the other, are the modes of behaviour in achieving the terminal values. They are about the behaviour of a person while achieving his objectives or terminal values. People use these values often in their lives, and they differ from person to person, which sometimes can lead to conflicts.

# **How To Find Your Core Values**

## **IDENTIFY YOUR PRIORITIES**

Not everything we value holds the same amount of importance in our minds. Some values are more important than others. Finding your core, defining values isn't always easy. However, you can focus on your priorities by creating your own list of values. Consider these examples of personal values when creating your list:

Integrity  
Achievement  
Intelligence  
Feelings  
Strength  
Freedom  
Creativity  
Order  
Spirituality  
Courage

## **Examples of Instrumental Values**

(Note: Definition provided in parenthesis)

Cheerful: light-hearted, joyful

Love: affectionate, tender

Honest: sincere, truthful, authentic

Self-Control: restrained, self-discipline

Capable: competent, effective

Ambitious: hard-working, aspiring

Polite: courteous, well mannered

Imaginative: daring, creative

Independent: self-reliant, self-sufficient

Intellectual: intelligent, reflective

Broad-Minded: open-minded

Logical: consistent, rational

Courageous: standing up for my beliefs

Obedient: dutiful, respectful

Helpful: working for the welfare of others

Responsible: dependable, reliable, accountable

Clean: neat, tidy

Forgiving: willing to pardon others

## **Some More Examples of Instrumental Core Values**

Authenticity

Achievement

Adventure

Authority

Autonomy

Balance

Beauty

Bliss

Boldness

Cleanliness

Compassion

Community

Competency  
Contribution  
Connection  
Creativity  
Curiosity  
Determination  
Ethics  
Fairness  
Faith  
Fame  
Fitness  
Flexibility  
Flow  
Friendship  
Fun  
Growth  
Happiness  
Health  
Humor  
Influence  
Inner Harmony  
Integrity  
Justice  
Kindness  
Knowledge  
Leadership  
Learning  
Love  
Loyalty  
Openness  
Optimism  
Peace  
Pleasure  
Recognition  
Religion  
Reputation

Respect  
Responsibility  
Security  
Self-Respect  
Service  
Spirituality  
Stability  
Success  
Support  
Trustworthiness  
Wealth  
Wisdom

This is not an exhaustive list. Come up with values that align with your goals (which could be your terminal values) and are grounded in your experiences and personality (which could be your instrumental values). If you are not sure of goals at the moment, focus on the values grounded in your experiences and personality.

The most important thing to do is to define the values you choose. Your OWN definition (not google's or Webster's Dictionary's). This will help you shorten your list. Ideally - you will have 1-3 personal core values, that will easily roll off your tongue, just as easily as your bad wolf, child ego statement does.

### **Examples of Terminal Values**

- A world at peace: free of war and conflict
- Family security: taking care of loved ones
- Freedom: independence, free choice
- Equality: brotherhood, equal opportunity for all
- Self-respect: self-esteem
- Happiness: contentedness
- Wisdom: a mature understanding of life
- National security: protection from attack
- True friendship: close companionship
- Salvation: a life anchored in faith
- A Sense of accomplishment: a lasting contribution

- A World of beauty: beauty of nature and the arts
- A Comfortable life: a prosperous life
- An Exciting life: a stimulating active life
- Social recognition: respect, admiration
- Mature love: sexual and spiritual intimacy
- Inner harmony: freedom from inner conflict
- Pleasure: an enjoyable leisurely life

## **STEP ONE**

### **GETTING YOUR CORE VALES —> STEP BY STEP**

1. List all the core values that are applicable to you.
2. Define each core value you chose, see if your list shortens.
3. Continue to the DEEPENING section.

## **STEP TWO**

### **DEEPEN YOUR CONNECTION TO YOUR VALUES**

- What's important to me in my life?
- What am I most proud of?
- When was I the happiest?
- What sort of behaviour and actions make me angry?
- If I didn't have to worry about money, what career would I pursue?
- What values are essential to my life?
- What values represent my primary way of being?
- What values are essential to supporting my inner self?
- What are my personal strengths?
- What are my professional strengths?
- What are my strengths within my society or culture?

## **STEP THREE**

### **AUDITING YOUR VALUES**

You may undergo changes in your personal or professional life and it's helpful when you revisit and revise your values list. This exercise will also allow you to add new values and make them a part of your life moving forward. Once you feel confident about adopting a new value, it's time

to own it. Identifying, defining, prioritizing and pursuing values can help you get closer to defining what's important to you. You can use these values to set goals and achieve the things you've always dreamt about.

A values audit may sound like an intimidating concept, but it is very helpful in understanding what you do or do not consider important. To go about the process:

1. Create your values list, rank them by importance.
2. Define them! YOUR definition (not google's ;), and please reassess them every few days throughout this module. See if defining them helps to shrink your list down a bit.
3. Once you have them below 10, add a verb to it. Describe for yourself how you can live each of your core values. For example, if your value is love, what will your action be? It could be to 'act with love', 'show love', or even 'receive love with acceptance'. If your value is optimism, your actions might be to 'look at life with optimism' or 'think optimistically'. If your value is health, your actions might be to 'eat healthfully', or 'build a healthy lifestyle'. Not all values are easy to add a verb to, but regardless, try to think of the actions that can help you live the value.
4. Once you know your core values, how can you use this information to boost your well-being? Well, in general, it feels better to live our values than not live our values. Here is an exercise to better understand how you currently live your values and how you might engage in additional behaviours that are aligned with your values. Start by writing down ways that you currently live each of your top 5-10 core values. For example, if your value is adventurousness, what do you do to be adventurous? If your value is love, what do you do to show yourself and others love?
5. Next, ask yourself if you engage in any behaviours that go against your top 5 -10 core values. For example, in what ways are you not brave, wise, or compassionate (or whatever your values are)? If your value is patience, do you ever snap at your kids? Or, if your value is modesty, do you frequently brag about yourself? Try to notice ways in which you are not living your values.

6. Lastly, ask yourself if there are new behaviours in which you could engage in to better live these values. For example, how might you be more creative, sociable, or honest (or whatever your values are)?