



Leadership Development 101 - How to Clarify Your Core Values

A Resource for Your Leadership Development

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MAKE WORK AND LIFE MORE MEANINGFUL

Start by clarifying your core values. Think of your core values as “true north” for decision making.

To clarify your core values, try this activity: **discover and rank your values.**

Directions - First, highlight or circle ten values from this list that are important to you. Second, pick the top five from that list of ten. Finally, rank order your top three values from that list of five. This activity forces you to make choices about what's most important to you.

Achievement - a sense of accomplishment, mastery, global achievement

Activity - fast-paced, highly active work

Advancement - growth, seniority, and promotion resulting from work well done

Adventure - new and challenging opportunities, excitement, risk

Aesthetics - appreciation of beauty in things, ideas, surroundings, personal space

Affiliation - interaction with other people, recognition as a member of a particular group, involvement, belonging

Affluence - high income, financial success, prosperity

Authority - position and power to control event and other people's activities

Autonomy - ability to act independently with few constraints, self-sufficiency, self-reliance, ability to make most decisions and choices

Balance - giving proper weight to each area of one's life

Challenge - continually facing complex and demanding tasks and problems

Change and Variation - absence of routine; work responsibilities, daily activities, or settings that change frequently; unpredictability

Collaboration - close, cooperative working relationships with groups

Community - serving and supporting a purpose that supersedes personal desires, making a difference

Compassion - a deep awareness of and sympathy for another's suffering

Competence - demonstrating a high degree of proficiency and knowledge, showing above-average effectiveness and efficiency at tasks

Competition - rivalry and winning as the goal

Courage - willingness to stand up for one's beliefs

Creativity - the ability to discover, develop, or design new ideas, formats, programs, or things; to demonstrate innovation and imagination

Diverse Perspectives - unusual ideas, opinions, and points of view that may not seem right or be popular at first but bear fruit in the long run

Duty - respect for authority, rules, and regulations

Economic Security - steady and secure employment, adequate financial reward, low risk

Enjoyment - having fun and laughing

Fame - becoming prominent, famous, well known

Family - spending time with partner, children, parents, or extended family

Freedom - the power to act or speak without externally imposed restraints

Friendship - developing close personal relationships with others

Happiness - finding satisfaction, joy, pleasure, contentment

Health - physical and mental well-being, vitality

Help Others - helping other people attain their goals, provide care and support

Humor - the ability to laugh at oneself and life

Influence - having an impact or effect on the attitudes or opinions of others

Integrity - acting in accord with moral and ethical standards; honesty, sincerity, truth, trustworthiness

Justice - fairness, equality, doing the right thing

Knowledge - the pursuit of understanding, skill, and expertise; continuous learning

Location - choice of a place to live that is conducive to one's lifestyle

Love - involvement in close, affectionate relationships; intimacy

Loyalty - faithfulness; dedication to individuals, traditions, or organizations

Order - stability, routine, predictability, clear lines of authority, standardized procedures

Personal Development - Dedication to maximizing one's potential

Physical Fitness - staying in shape through exercise and physical activity

Recognition - positive feedback and public credit for work well done; respect and admiration

Reflection - taking time out to think about the past, present, and future

Responsibility - dependability, reliability, accountability for results

Self-respect - pride, self-esteem, sense of personal identity

Spirituality - strong spiritual or religious beliefs, moral fulfillment

Status - being respected for one's job or association with a prestigious group or organization

Wisdom - sound judgment based on knowledge, experience, and understanding

SOURCE

This list is taken from Exhibit 4.1, "Common Values" in King, Altman, and Lee (2011), *Discovering The Leader In You: How to Realize Your Leadership Potential*.

Bonus Activity -

Once you have identified your top three values, rate yourself on a scale of 1 to 5 on how well you've lived out those values this week.

- What does that suggest about your values?
- What does that suggest about yourself?
- Where to you want to grow from here?

Working with a professional leadership coach can help you live a life that is more consistent with your core values and get the results you need. To learn more about leadership coaching, see www.coachingforinfluence.com or email me directly: stan@coachingforinfluence.com

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