

Values Exercise

Introduction – how is the exercise used?

A participant should undertake the Values Exercise at the beginning of the Mentoring or Coaching assignment. The exercise aims to allow the individual to reflect on what values are important to them and what guides/ motivates them as individuals. We also challenge the question, “Are we living our values?”

Based on the Langley Group's Values exercise, the mentee/coachee is presented with a predetermined set of values across six areas (see below). They are asked to choose two values most resonating with them from each area. This exercise provides the mentee/coachee with a holistic view of their values and what drives and intrinsically motivates them. Importantly, it explores any dissonance that may exist. Having a value is one thing; living it is another. Below, we provide a transparent view from coach to coachee and mentor to mentee on applying this values approach.

Value Types

For this exercise, the Values have been divided into six areas:

- **People orientation:** Key values when relating to others.
- **Strengths:** Core strengths of character (see also Strengths Profile)
- **Personal and individual:** Important values for self-definition
- **Professional orientation:** Guiding values at work
- **Emotional Orientation:** Core emotional values when relating to self and others.
- **Motivation:** Key values for personal motivation (see also Motivating Factors Exercise)

See below for how this understanding might be used and some helpful questions. If completed early and regularly in the coaching or mentoring process, it can enrich the relationship in several ways:

- Gain a clear understanding of an individual personality and characteristics.
- Understand their priorities, viewpoints, ambitions, and obstacles.
- Incorporate this knowledge into the focus of discussion topics.
- Reflect on this when considering individuals' responses to questions, obstacles, guidance, and support.
- Review their motivations to ensure they align with their strengths and values.
- Please support them in their motivation, focus on their energy and drive, and manage their disappointment and frustration. Potentially explore the dissonance.
- It can be used in conjunction with the ACT model (Acceptance commitment training)

Value Questions

1. Tell me about your choice of values and why they are important to you.

2. How do your values influence your daily decisions/actions?

3. Tell me more about your perceived strengths and how you use them at work.

4. What holds you back?

5. When considering your professional/personal values, what would you like more/less of?

6. What are you proud of? What would you like to change?

7. Do you have a role model? If so, what do you admire most about them?

8. How would your friends/peers/manager/clients describe you?

9. What drives you at work?

10. How do you manage disappointment/criticism/feedback?

11. Most importantly, are you living and breathing your core values? Understand the disconnect between having values and living them.

1 People Orientation

- ☐ Acknowledgement and recognition
- ☐ Belonging
- ☐ Empowerment
- ☐ Family
- ☐ Generosity
- ☐ Helping others
- ☐ Making a difference

4 Professional Orientation

- ☐ Autonomy
- ☐ Attention to detail.
- ☐ Dependability
- ☐ Discipline
- ☐ Efficiency
- ☐ Income and remuneration
- ☐ Perfectionist

2 Strengths

- ☐ Authenticity
- ☐ Courage
- ☐ Creativity
- ☐ Fairness
- ☐ Humour
- ☐ Kindness
- ☐ Leadership

5 Emotional orientation

- ☐ Pleasure and fun
- ☐ Care
- ☐ Content/joy
- ☐ Devotion
- ☐ Helpfulness
- ☐ Emotional
- ☐ Compassion
- ☐ Other

3 Personal and individual

- ☐ Balance
- ☐ Choice
- ☐ Confidence
- ☐ Ethical
- ☐ Fulfilment
- ☐ Flexibility
- ☐ Health and wellbeing- mental and physical

6 Motivation

- ☐ Ambition
- ☐ Challenge
- ☐ Entrepreneurship
- ☐ Growth and learning
- ☐ Creativity
- ☐ Independence
- ☐ Inspiration

Exercise

Our values: choose 2 for each section; you should have 12, complete below.

- Note down which two values from each section which are important to you (under the Value column)
- Score each value on a scale of 1 to 10 (no 7s). Are you living this value? (9,10 – I am aligned with my value, 0/1–totally not aligned (value important but not living it), and 5–sometimes, i.e. 50/50....)?
- Are you living your values? It is important to understand our personal disconnect from our values and our actions and behaviours. This disconnect causes potential internal dissonance, which challenges leaders.
- Is there a disconnect between having values and living values? To be explored in coaching and mentoring
- If "other" name, it (emotional orientation)

0/1		5		9,10	
TOTALLY NOT ALIGNED		SOMETIMES, 50/50		I AM ALIGNED WITH MY VALUE	
VALUE	SCORE	VALUE	SCORE	VALUE	SCORE
People orientation			Professional orientation		
People orientation			Professional orientation		
Strengths			Emotional orientation		
Strengths			Emotional orientation/other		
Personal and individual			Motivation		
Personal and individual			Motivation		

Values Action statements

- Describe a behaviour or action around each chosen value - give them context.
- Your values are intrinsic to “how you do things” and “your guiding principles.
- Describe to your coach or mentor, ideally with examples, why they are essential to you.
- Understanding your values helps with motivation and how you action your goals.

Values from this exercise are often used in parallel with ACT (Acceptance commitment training) to help with negative narratives, confidence and awareness.

Notes