blue beyond®
CONSULTING

Discovering personal values

valuesnavigator™

Values Navigator™ for individuals discovering personal values

Values are standards of behavior; one's judgment of what is important in life. They highlight what we stand for. Values guide our behaviors, providing us with a personal code of conduct. When we honor our personal core values consistently, we experience fulfillment at work.

Identifying similarities and differences between our values and those of our colleagues can also uncover key insights to help us collaborate more effectively.

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This resource is for you if...

- You want to heighten your self-awareness and earn the trust of your teammates.
- You desire more clarity around the expectations you have for yourself and for your career trajectory.
- You seek higher levels of discernment when making decisions at work.
- You want to strengthen your motivation, focus, and engagement at work.
- You wish to enjoy your professional and personal life to the fullest.

GETTING STARTED

Do you want to be a values-driven professional?

Your core values — whether unconsciously lived or intentionally developed — determine how you "show up" with your teammates and colleagues, prioritize and execute your work, and accomplish your/the team's goals. How you choose to put your values into action each day will create the environment in which you work and influence the atmosphere in which you and your teammates work.

Professionals who abide by their values earn respect and commitment from their teammates. Those who claim a set of values but whose decisions and actions are in direct conflict with those values, quickly lose credibility and trust.

In short, values-driven professionals leverage their values to amplify behaviors that increase success for themselves as well as those they influence.

What specifically about becoming a values-driven professional is important to you?

Clarify your personal values

Understanding that values provide the foundation for your decisions and conduct, we invite you to clarify your values through the following steps. Then, take time to reflect on how your personal values connect to the values of the organization.

STEP 1: Sort the Values Navigator™ Cards

Lay out all 88 cards with pictures and words facing up. Start to consider which values are important to you and which are not. As you do, sort them into 3 piles:

YES

These values are essential to who I am and the way I work. Even without consciously thinking about them, these values drive my choices and actions.

MAYBE

These are values that are also important to me, but perhaps not as much as those in the "Yes" pile. I want to consider and revisit these.

NO

These values don't reflect my guiding principles or ways of working.

Keep the "Yes" and "Maybe" piles in front of you. Place the "No" pile aside.

STEP 2: Create groups based on your definitions

Often at this point, you may find you have cards that have similar connotations.

- From the cards in your "Yes" and "Maybe" piles, create 5 (or fewer) new piles. Group cards with words that have similar definitions and meanings to you, as shown in Example 1.

- Within each of the 5 (or fewer) piles, now select the one card with the word that you think best defines the entire group.

- Set these "top-of-the-pile" cards directly in front of you.

Example 1

Group 1	Group 2	Group 3
Agility	Responsibility	Joy
Flexibility	Rigor	Enthusiasm
Freedom	Pragmatism	Engagement
Creativity	Hard Work	Love

- Scan the remaining cards. Are there any that you feel strongly need to be included to represent your core values? If so, add those to the final pile. If not, add them to those you've already discarded.

- Now, review your final cards and reflect on why you believe these values are most important to you.

Clarify your personal values

Now that you have the individual words, it's important to define them to create meaning for you. Once you've defined your core values, the next step is translating them from simple words into unmistakable actions. By creating a "this means I" statement, you will pinpoint how your values are evident in your choices and behaviors.

Value	Definition *What this value means to me*	How it shows up *This means I...*
Example: Resourcefulness	*Example:* To have the greatest potential impact with as little waste as possible.	*Example:* This means I am creative in using the tools, people, and time available to solve problems and make an impact on my and my team's results.
1.		
2.		
3.		
4.		
5.		

PART 2

Align with company values

Great work! Identifying your own core values first, then pinpointing how you will act on those values is essential to connecting the dots to your organization's values and ways of working. In this step, you'll identify how your values align with your organization's values.

First, list your company's values here:

1	2	3

4	5	6

Next, consider how your personal values align with company values. If it's difficult to make a direct connection from your personal values to your company values, consider how your values align with other company principles, objectives, strategic priorities, ways of working, and more.

My value	Related company values, principles, objectives, strategic priorities, etc.
Example: Competition	*Example:* My value of competition connects with the company's value of leadership in terms of supporting all efforts in becoming the market leader in our industry.
1.	
2.	
3.	
4.	
5.	

Exemplify your values at work

Use the space below to plan how you will share your personal values with your manager, teammates, and other colleagues. How will they know you're living your values? What habits will you adopt to demonstrate your values? How will your values influence your communication style? How do you want your team members and colleagues to hold you accountable?

Kicking off with the activities below is a great way to start. Remember, living your values is not a one-time event. Being a **values-driven professional** means you will strive to live your values each day in all you do.

VALUE:
Example: Connection

FREQUENCY:
Example: Once a week

HABIT:
Example: I will invite a teammate to personal connection time via phone, online meeting, or in-person to deepen our relationship as colleagues.

VALUE:

FREQUENCY:

HABIT:

VALUE:

FREQUENCY:

HABIT:

VALUE:

FREQUENCY:

HABIT:

If you found this exercise helpful and would like your entire team to benefit from having clearly defined values in place to drive how you work together, contact us to discuss conducting a team Values Navigator™ session at: **learnmore@bluebeyondconsulting.com** or 510-733-5417.

valuesnavigator™

CONTACT US:

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