



VALUES

The People Project Practice #5

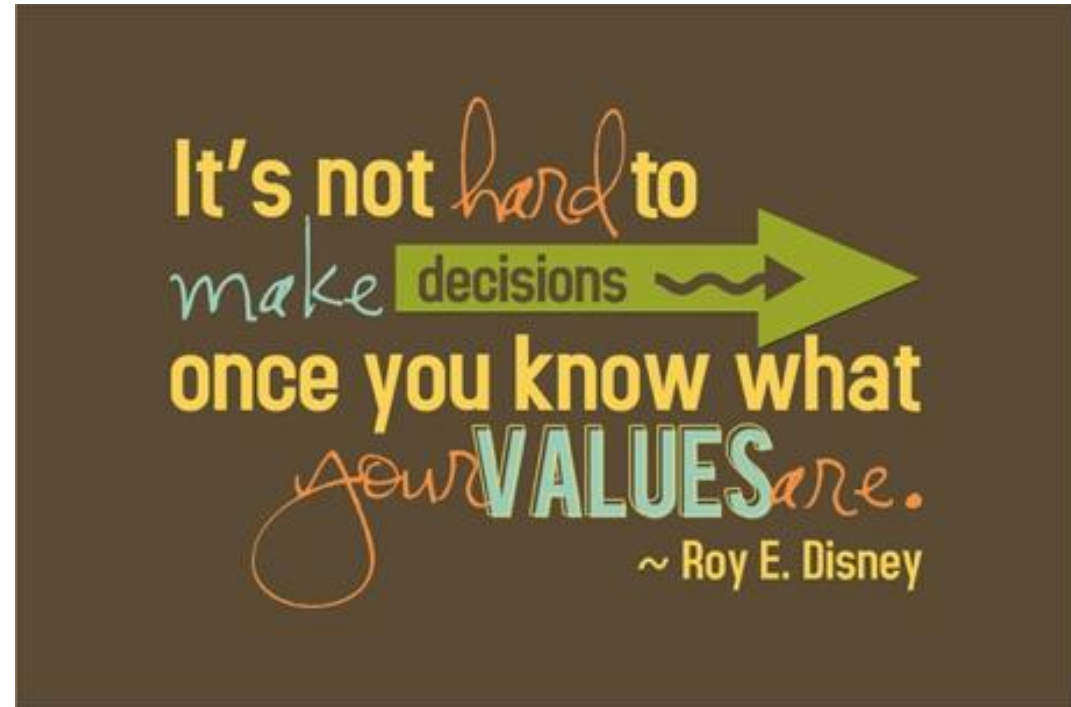
WHAT ARE VALUES?

value: noun.

A person's principles or standards of behavior; one's judgment of what is important in life.

Here is a very short video explaining values and their importance:

<https://youtu.be/FZeCbfmnyUU>



DIFFERENT KINDS OF VALUES ¹

INDIVIDUAL VALUES

Individual values reflect how you show up in your life and your specific needs. The principles you live by and what you consider important for your self-interest. Individual values might include: *enthusiasm, creativity, humility and personal fulfilment*

RELATIONSHIP VALUES

Relationship values reflect how you relate to other people in your life, be they friends, family or colleagues in your organization. Relationship values include: *openness, trust, generosity and caring.*

ORGANIZATIONAL VALUES

Organizational values reflect how your organization shows up and operates in the world. Organizational values include: *financial growth, teamwork, productivity and strategic alliances.*

SOCIETAL VALUES

Societal values reflect how you or your organization relates to society. Societal values include: *future generations, environmental awareness, ecology and sustainability.*

BENEFITS OF IDENTIFYING YOUR VALUES ^{1,2}

- Values help you find your purpose.
- Values help you react in difficult situations.
- Values help you make decisions.
- Values help clear out clutter.
- Values help you choose the right career.
- Values help you develop a sense of self.
- Values help increase your confidence.
- Values help your overall happiness level.

MORE BENEFITS OF IDENTIFYING YOUR VALUES

- Decision-making becomes easier and more effective. When you know your values, making clear decisions is more possible. ¹
- Life gets much simpler. ¹
- Life is less stressful. ¹
- Relationship compatibility is easier to spot ¹
- Your values can inspire better health habits ²
- Values can rev up your willpower so you can persist at difficult tasks ²
- Values can help you act more assertively ²
- Values can help you communicate with more compassion ²
- Knowing and sharing your values enhances relationship intimacy ²



VALUES PRACTICES

Deceptively Simple Practices for
you to try.

IDENTIFYING YOUR CORE VALUES ^{1,2,3,4}

Identifying your core values is a relatively simple process, but it will take some reflection and adjustment as you work through the clarifying process. This process is only a few steps, but may require some trial and error: ¹

1. Look at a list of core values and choose your top 2-3 values (see notes or Bing “values list”)
2. Define what those values mean to you through writing and reflecting.
3. Once you have the top values identified, give them a litmus test and re-adjust as necessary:
 - Would you sacrifice these values for \$1,000,000?
 - Have you lost any of this core value under great stress?
 - Do you think these will be your values in 25 years?
 - Would you stop holding these values if they became a competitive disadvantage?

AFFIRMING IMPORTANT VALUES EXERCISE¹

In our daily lives, we sometimes encounter difficult situations - from receiving negative feedback at work to being excluded in social situations. In these moments, it's difficult to stay clear-headed, open-minded, and in control. We may get defensive or act out, depriving ourselves of constructive lessons and harming our relationships with others.

Researchers have found that writing about our most important values can help us experience less stress, be less defensive and more open to information, and make healthier choices in these situations.

In the link below, there is a short list of values that you can rank from least important to most important. Write about each of top 2-3 values you chose about why and when that value was important to you, and a time when you exemplified that value.

https://ggia.berkeley.edu/practice/affirming_important_values

INCORPORATING VALUES INTO ORDINARY SITUATIONS

- Bring up your values in conversation. For example, you might say, “Courage is important to me.”
- At the end of the day for a few days, compare your list of core values with how you actually acted. For example, if one of your core values is “kindness,” were there times during the day when you were kind? Use what you learn to change your behavior or adjust your list of Core Values to more accurately capture what your values are.
- Before you face a stressful event or try to solve a difficult problem, think or write about one or more of your values.
- When you want to achieve a goal, ask yourself: Why? Why is it important to me? Figure out the values behind the “why,” and you will gain access to your willpower and determination.

WRITE YOUR OWN COMMANDMENTS EXERCISE ¹

Let's imagine that you were going to write your own set of commandments. But these commandments are a little different in that they aren't rules about what not to do, like Thou Shalt Not Kill.

Rather, they are declarations for what you would choose to make important in your life, what your life would stand for if you were free to choose. So instead of rules that start with "Thou shalt" or "Thou shalt not", these commandments could stand for anything, "Love" "Justice" "Equality" "Adventure". Anything you want.

Write out your own 10 Commandments using this sentence stem:

"I choose to stand for _____."

CLARIFYING VALUES AND MAKING LIFE CHANGES

Dr. Russ Harris, author of the “Happiness Trap” has created worksheets to help you clarify your values and using your values to make positive changes in your life.

In the first part of the exercise, you imagine your life if you had unlimited confidence/self-esteem/love/kindness (or whatever you choose to explore).

The second part of the exercise is about clarifying your values. The worksheets are five pages total and require time to reflect and write.

The worksheets are here:

http://thehappinesstrap.com/wp-content/uploads/2017/06/complete_worksheets_for_The_Confidence_Gap.pdf

A VALUES FOCUSED LIFE

Will getting that great job or house really make you happier? In this fun & entertaining video, Dr. Russ Harris, Acceptance & Commitment Therapist, explains the important distinction between living a goals-focused vs a values-focused life... and why living in accordance with your innermost values can lead to a more rich, full, and meaningful life.

