



# VALUE CARDS

The *Value Cards* pack is a powerful tool to get to know yourself and others more deeply. It consists of 52 value cards and 2 wild cards (to write down your own personalized values), each representing a different personal value.

**APPLICATIONS:** including but not limited to Coaching, Communication, Performance Management & Leadership, Motivation, Relationships, Teambuilding, and many more.

## What are Values?

Values are things that we believe are truly important in the way we live and work. They act like our rocket fuel driving us forwards to our goals. When our personal values are broken, we feel upset; when our personal values are met, we will feel really satisfied. Every argument you have ever had has been based on conflicting values.

## How understand your Values helps you

By becoming more aware of your drivers in life, you can use your values as a guide to make more sustainable and satisfying decisions in any situation.

## How Values help you with others

No. 1 mistake in managing and motivating others is to do so projecting your own values, instead of theirs. Understanding your team-members underlying drivers will help you communicate with and motivate them much more effectively.

## How often do Values change?

Your values usually shift throughout each decade of your life, however some will stay the same. Major life-events, career changes and a new born baby may change your priorities more rapidly, so it is good to re-visit your values from time to time. We recommend re-visiting your values at least once a year.



## INSTRUCTIONS:

1. Take a look through the deck for 10 minutes on your own to reflect on those that are important to you. Put all cards that fit you to one side.
2. From the cards that fit best, put out 6 (or 10 if you have more time) random cards in front of you in a pyramid (see illustration).
3. Go through the card deck and swap in & out cards until you have ranked your values in order.
4. Put these 6 or 10 value cards in descending order, with your number one value on top and the remaining in a pyramid (see illustration).
5. Once you have your top 6 or 10 values sorted, write them down and what they mean to you / how you experience them in your life.
6. Share with a partner.

## TIPS:

**BE HONEST.** Some values might seem to be more important than the others, however if that's not how you're spending your time & effort, it probably isn't on the top of your values at this stage of life.

**DO NOT ASSUME.** When you see the same card(s) on the others', do not assume you know what it means to the other person. What it means to you can mean very different things to different people. Always be open-minded to learn about each other.

**BONUS:** Identify 3 cards from either existing pyramid and/or in the deck that you'd like to focus more on in next 3-6 months, then use S.M.A.R.T. goal setting and G.R.O.W. coaching model to make your action plan.

# VALUES SORT ACTIVITY

## WORKSHEET



List your top 10 values below and explain what they mean to you.

Your Top 10 Values	What Your Values Means to You / How it is expressed in your life
Example: Creative Expression	It means tapping into something fresh—fresh learning & new content. I love creating new training materials, choosing new songs for my spinning class and running new games with my kids, nieces and nephews.
1:	
2:	
3:	
4:	
5:	
6:	
7:	
8:	
9:	
10:	

Now choose 3 values that you want to experience more:

Write down the action you need to take in order to live your values more

3 Values You want to live more	What Your Values Means to You / How it could be expressed in your life
Example: Health	I want to go hiking with 3 or 4 close friends every week to get fit, connect with others and see new places. Also I should drink 3 liters of water and eat 4 servings of vegetables every day
1:	
2:	
3:	

# VALUES SORT ACTIVITY



## USEFUL QUESTIONS TO ASK

### FOR GOAL SETTING

Set a goal based on one of your values:

- What do you want?
  - When & where do you want it?
  - How will you know when you have it? (See / Hear / Feel)
  - What will happen when you get it?
  - What would you have to give up in order to get it?
  - What is getting in your way?
  - What resources do you have available?
  - What are you going to do now to begin to get your goal?
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### FOR TEAM ALIGNMENT

Go around the room and look at the different values that everyone chose (take photos on your phone if you like!), then answer the following questions:

- What differences do you see in the values of your team?
- How might these differences in values result in conflict in your team?
- How can you find a win/win when values conflict?
- Which values do you share as a team?
- How can you ensure these values are met?
- In future, how can you help to ensure that all staff's values are being met / respected?
- How might a values discussion be useful when talking about career progression? Work-life balance? Staff engagement? Life satisfaction? Achieving organisation goals?