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Note to coaches – this is just one version of a values exercise. It can be very useful but you should be aware of its limitations. E.g. it suggests values to the clients and they may, therefore, pick those that they feel they ought to have rather than those they do have.

'When we honour our values there's a sense of internal 'rightness' that has nothing to do with morality. It's as if each value produced its own special tune. When we live out our values the various tones create a unique and blended harmony. When we are not living out our values, there is dissonance. The discord can get so out of tune, so jarring, that it can literally become unhealthy' **Co-active Coaching**, Whitworth et al, 1998

Below is a list of words and phrases that illustrate values. Please add others of your own – this is just a starting point. Once your list is complete, go through it and mark each value that really resonates for you. Some words have very similar meanings – you may decide to group them together to illustrate very clearly what a particular value is for you.

If you choose more than 10, you should then identify your top ten values – the ones you simply cannot be without. Finally, please rank them in order, 1 to 10.

Now, go through each of those 10 values and check the extent to which it is present in your life. Is it there at all? What would have to change in order for it to be there? How could you make small changes that would allow you to honour your values?

Identifying your values can enable you to get the most out of life, is a fabulous tool for personal decision making and can help you to become truly fulfilled.

accomplishment	focus	orderliness
accuracy	forward the action	participation
acknowledgement	free spirit	partnership
adventure	freedom to chose	peace
aesthetics	friendship	performance
authenticity	full self-expression	personal power
autonomy	growth	productivity
beauty	harmony	recognition
charity	health	risk-taking
collaboration	honesty	romance
commitment	humility	service
community	humour	spirituality
comradeship	independence	success
connectedness	integrity	to be known
contribution	intimacy	tradition
creativity	joy	trust
dignity	justice	vitality
directness	lack of pretence	
elegance	leadership	
empowerment	lightness	
excellence	nurturing	