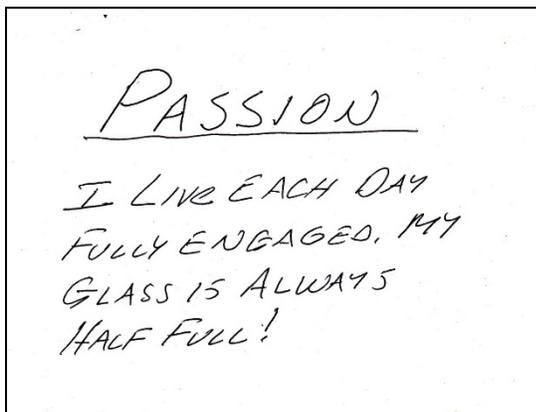




## Instructions – Values Cards Exercise

Take the deck of values cards...tear off the top cover. You will see a green sheet and a blue sheet. Tear them off and make two stacks – “most important to me” and “least important to me”. As you tear off each of the values that follow, place them in either stack. If you see a value that’s important to you but you’re not currently living, place that value into the “Most important to me” stack, as it’s never too late to start living your core values. Once you go through the deck of values and there is a value that’s important to you that’s not in the deck, take a card from the “least important to me” stack and write your value on the back with your definition and place in the “most important to me” stack – see “Passion” example. It was not in our original deck.



Now that you’ve identified your five most important values, narrow the “most important to me” stack to your 5 most important values. If you have some values that are similar, select the “umbrella” value that the others can nest under.

Once you've selected your 5 most important values, in the chart below list your 5 most important values from most important to 5th most important.

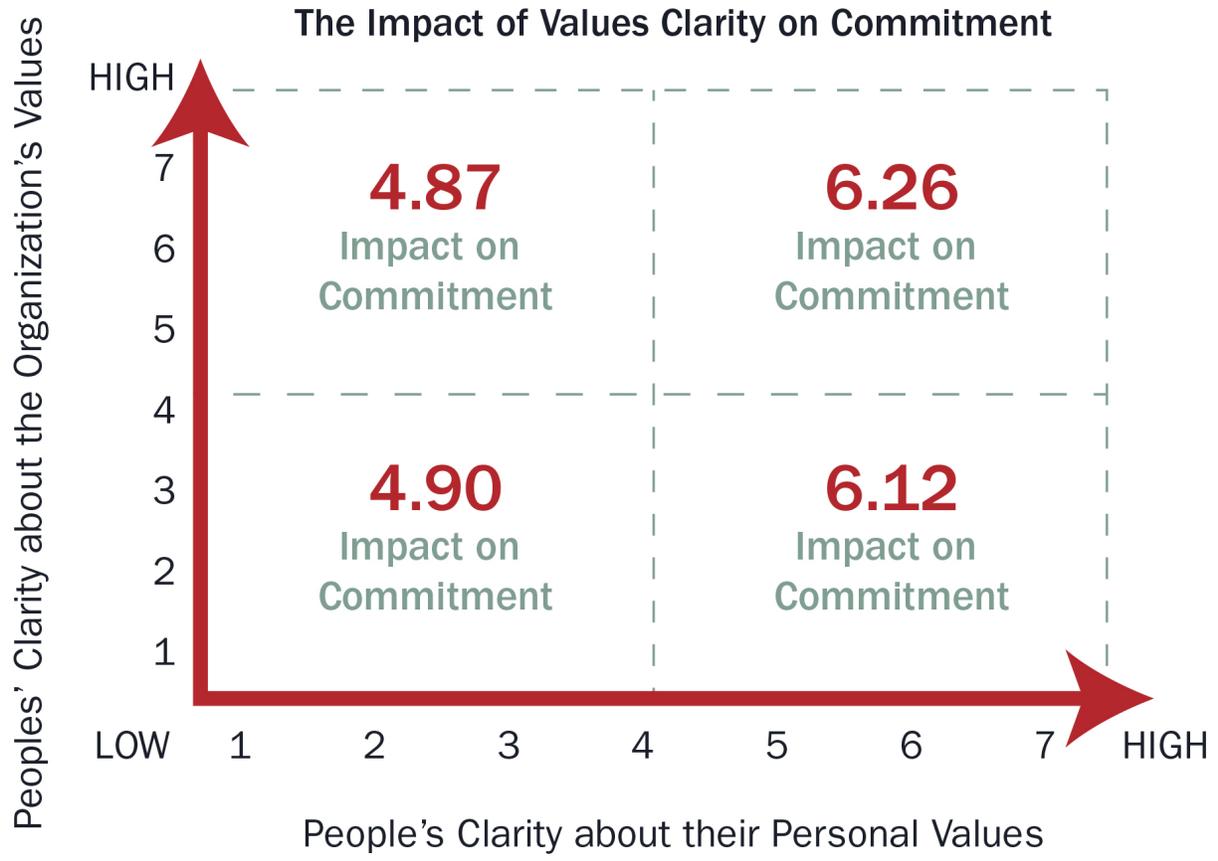
My Top 5 Values	Importance	Energy	Difference
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____
4. _____	_____	_____	_____
5. _____	_____	_____	_____

Once you've entered your values from most important to fifth most important, in column 2, rate the importance of each value on a scale of 1-10, with 10 being the most important. Since they are your most important values, they can all be 10 in terms of importance.

Next, in the "Energy" column, on the same 1-10 scale, rate how much energy (not time) you are currently giving each value. For example, if you are at home and have only 30 minutes to spend with your family and you're fully engaged and not being distracted by watching TV or checking e-mails, that's a high level of energy for your "Family" value.

Next, subtract energy rating from importance rating for each value to see where you need to focus more of your energy.

You may be questioning what impact the identification of one's personal values has on commitment within your organization. As you will note from the following chart, leaders with high clarity of their personal and organizational values are most committed to their organization. The second highest level of commitment is when leaders have high clarity of their personal values and low clarity of organizational values. So, knowing one's core values has a profound impact on performance and commitment.



Source: *The Leadership Challenge* - James Kouzes & Barry Posner