

CREATIVE LEADERSHIP

VALUES



DOES MAKE A DIFFERENCE?

As coaches we talk about values and vision a lot.

Our values serve as guiding principles to shape our choices, actions, and priorities. Ensuring our life is aligned with our intentionally chosen values and not those we have adopted by default from those around us.

When we are attuned to our values, it gives us a solid foundation to make decisions on and use to navigate through the many opportunities and challenges that come our way.

It enables us to align our pursuits with what truly matters to us, leading greater fulfilment and satisfaction.

This gives us a clear sense of direction providing a roadmap for setting meaningful goals and making progress towards them. It instils a sense of purpose and motivation, propelling us forward, empowering us to lead a more authentic and purpose-driven life, where our actions are in harmony with our beliefs and aspirations.

This workbook will guide you through:

- Clarify what matters to you
- Consider different values
- Identify the values that resonate.
- Prioritise those values
- Run a reality check of what you have chosen
- Reaffirm your values
- Consider how you can envision a life with those values
- Look at how you can nurture your values in day to day life
- Provide a reflection exercise to check you remain aligned to your values week to week.

This 11 step process was created by us, drawing on inspiration from Molly Galbraith's work in this space.



01

CLARIFYING YOUR

VALUES

STEP 1: IDENTIFY TIMES IN YOUR PERSONAL AND PROFESSIONAL LIFE WHEN YOU WERE THE HAPPIEST.

What were you doing?

Who were you with?

What other factors made you feel happy?





CLARIFYING YOUR

VALUES

STEP 2: IDENTIFY TIMES YOU FELT PROUD OF YOURSELF

Why were you proud?

Were other people involved? If so who?

What other factors made you feel proud?





CLARIFYING YOUR

VALUES

STEP 3: IDENTIFY TIMES YOU FELT FULFILLED AND SATISFIED

What need or desire was fulfilled?

How and why did this experience give your life meaning?

What other factors contributed to your feeling of fulfillment?



VALUES

STEP 4: IDENTIFY TIMES YOU FELT MOST PHYSICALLY ENERGISED, AT PEACE, OR FULL OF VITALITY AND “FLOW”.

What were you doing?

Who were you with?

What else contributed to the feelings of energy, peace and flow?



CONSIDER YOUR

VALUES

STEP 5: DETERMINE YOUR TOP VALUES BASED ON YOUR EXPERIENCES OF HAPPINESS, PRIDE, FULFILLMENT AND FLOW.

Review the list of common values below:

WHANAUNGATANGA KOTAHITANGA "TOGETHERNESS"	MANAAKITANGA RANGATIRATANGA "UPLIFTING AND WEAVING"	KAITIAKITANGA AROHĀ "GUARDIANSHIP AND LOVE"	WAIRUATANGA NGĀKAU MĀHAKI "SPIRITUAL AND WELLBEING"
Abundance Adventure Art Beauty Challenge myself Classical Thinking Compassion Community Contribution Courage Decisiveness Dedication Dependability Equality Fashion Financial security Freedom of choice Global Awareness Grace Harmony Help Others Humour Inclusive Insight Inner Harmony Intellectual Status Knowledge Literature Making a difference Natural Living Passion Peace Personal growth Pleasure Professionalism Relationships Results Self respect Spontaneity Sunlight Taking Risk Talanoa Time Understanding	Acknowledgement Awareness Aesthetics Attention to detail Bliss Chance and variety Collaboration Competence Creativity Determination Democracy Excitement Expressive Fairness Flexibility Fidelity Friendship Global Peace Having a say Help Society Imagination Innovation Intelligence Laughter Living your dreams Making decisions Nature Patriotism Perspective Positive attitude Professional Development Relaxation Risk Taking Sensuality Status Stability Support The big picture Tolerance Wonder Vā	Advancement Ambition Authenticity Bravery Calm Charity Colour Competition Competence Credibility Cultural diversity Diversity Experimentation Family Fun Forgiveness Fortitude Fun Growth Having Dreams Honesty Humble Inspiring Others Kindness Leadership Legacy Loyalty Love Moral Fulfilment Order Originality Openness Persistence Physical challenge Power & Authority Quiet Times Reliability Security Smiling at strangers Style Self care Thinking time Tranquillity Serendipity	Acceptance Animal Rights Balance Challenge Clarity Community Communication Curiosity Empathy Expertise Feminism Frankness Fearlessness Generosity Gratitude Happiness Health Honour Honesty Influence Intuition Irreverence Integrity Joy Kindness Knowing your Values Learning Love for myself Music Optimism Personal Expression Play Precision Recognition Respect Self control Spirituality Standing up for self Taking responsibility Tidiness Trust Serenity Wholeness



VALUES

STEP 6: IDENTIFYING YOUR VALUES

Choose twenty words that resonate from the list of values (this list is just a guide, feel free to write other words that resonate with you- this often includes words from other languages/cultures etc).

Now from twenty, cull that down to ten words

From ten, pare it down to five

From five, now bring that down to your top three.

- 1.
- 2.
- 3.





PRIORITISE YOUR

VALUES

STEP 6: PRIORITISING YOUR VALUES

Compare your first and second values and determine which is most important.

Compare your second and third values and determine which is most important.

Compare your first and third values to determine which is most important.

Your top three values ranked are:

1.

2.

3.



VALUES

STEP 7 HAVE WE GOT THE RIGHT ONES?

Would those closest to me, unprompted, say these were the values that mean the most to me?

Would I support these values even if my choice was unpopular and put me in a minority?

Am I prioritising my work and life according to these values today? If not, do I want to and am I ready and willing to make the changes necessary to see this happen?



VALUES

STEP 8 HOW DO THEY LOOK?

Do these values make you feel good about yourself?

Are you proud of your top three values?

Would you feel comfortable sharing your values with people you admire and respect?



VALUES

STEP 9 HOW WOULD THEY WORK IN PRACTICE?

Are there things you think on a regular basis that don't 100% align with your values? If so, what thoughts might be better aligned with your values?

Are there things you say on a regular basis that don't 100% align with your values? If so, what might you say instead to ensure your words are more aligned with your values?

Are there things you do on a regular basis that don't 100% align with your values? If so, what might you change about your actions to make them more aligned with your values?



VALUES

This exercise is about curating your environment to better align with your values, removing barriers, and making it easier for you to shift the way you think, speak, and behave.

We recommend regularly reviewing how we spent our time to see if we feel better or worse for it.

This might mean removing or adding in some of the following:

- Social Media Accounts
- TV shows/Movies
- Gaming
- Books/Podcasts
- The people you spend most time with
- Screen-time Habits
- Volunteering
- Friendship Groups
- Networking
- Shopping Habits
- Nutrition
- Movement
- Sleeping
- Quality Time
- Vacations
- Personal Development
- Downtime
- Your home/bedroom Spaces
- Hobbies
- Nature Connection
- Finances
- Career Development

This is an exercise you can do over time with just 5 minutes a day to help you gain greater alignment between your thoughts and values.

By practicing this exercise on an ongoing basis you will start to notice things you may not have paid attention to before. When you notice yourself thinking, saying or doing things that misalign with your values, you can use the following to shift your thoughts, words, and actions.

What have you thought/done/said this week that didn't align with your values?

How could you reframe the above to be more aligned with your values?

If you aren't sure, ask yourself:

- **What is the opposite of it?**

- **What is the most generous assumption I can make of myself or someone else in this situation?**

- **How can I shift this slightly to align with my values?**

