

**Values exercise**

Spend half an hour writing a short autobiography highlighting five or six experiences or difficulties you’ve encountered in your life and that you believe have shaped who you are (think ‘whole life’ here, not just career).

Include key life achievements and how you overcame any difficulties. Limit yourself to around 500 words.

Once you have written your piece, go through it and make a note of recurring words that represent your values. The following table is a useful starting point.

**Values table**

|  |  |
| --- | --- |
| **Individual** | **Organisation/work environment** |
| Altruistic  Tolerant  Nurturing  Helping  Caring  Empathise  Support  Compassion  People oriented | Affiliative  Co-operative  Sociable  Close  Warm  Family  Affection  Friendships  Camaraderie |
| Autonomy  Autonomy  Personal authority  Independence | Entrepreneurial  Risk  Adventure  Experiment  Dynamic  Competitive  Energetic  Innovation  Novelty |
| Creativity  Individuality  Unpredictable  Expedient  Originality  Ingenuity  Unconstrained | Lifestyle/work balance  Lively  Fun  Choices  Flexibility |
| Expertise  Expert  Technical expertise  Proficiency  Superiority  Competency | Material reward  Profit driven  Financially driven  Pay and bonuses  Money |
| Intellectual  Learn  Intellectually challenging  Stimulating | Power and influence  Guide  Govern  influence |
| Recognition  Respect  Reward  Praise  Recognition  Appreciation | Security  Settled  Predictable  Stable  Secure  Regular |
| Your own | Structure  Structure  Organisation  Orderly  Clarity  Efficiency |