

**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** |
| AltruisticTolerantNurturingHelpingCaringEmpathiseSupportCompassionPeople oriented | AffiliativeCo-operativeSociableCloseWarmFamilyAffectionFriendshipsCamaraderie |
| AutonomyAutonomyPersonal authorityIndependence | EntrepreneurialRiskAdventureExperimentDynamicCompetitiveEnergeticInnovationNovelty |
| CreativityIndividualityUnpredictableExpedientOriginalityIngenuityUnconstrained | Lifestyle/work balanceLivelyFunChoicesFlexibility |
| ExpertiseExpertTechnical expertiseProficiencySuperiorityCompetency | Material rewardProfit drivenFinancially drivenPay and bonusesMoney |
| IntellectualLearnIntellectually challengingStimulating | Power and influenceGuideGoverninfluence |
| RecognitionRespectRewardPraiseRecognitionAppreciation | SecuritySettledPredictableStableSecureRegular |
| Your own | StructureStructureOrganisationOrderlyClarityEfficiency |