



# Working with your Values

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What ideals are important to you? What do you desire in your life, at work and from those around you?

Self-confident, emotionally astute people are congruent in that their words and behaviours and actions support one another. They send messages based on their intrinsic and extrinsic values, and these messages are consistent. People are very quick to pick up on when there is a conflict with values. They can immediately sense when someone is sending mixed messages. With strong values, people know which behaviours are acceptable and which are not. Values set your direction and give guidelines on how you should act.

Rate the importance of each of the workplace values in the following list. Add other values you consider essential, if needed.

Rate the degree of importance you place on each of the following values using the scale:

1 = Very important to me

2 = Reasonably important to me

3 = Somewhat important to me

4 = Not important to me at all

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Value	Your Rating	Value	Your Rating
Action		Collaboration	
Perfection		Flexibility	
Harmony		Empathy	
Precision		Entrepreneurship	
Respect		Independence	
Truth		Team attitude	
Reflection		Helping others	
Planning		Details	
Open-mindedness		Procedures	
Satisfaction		Sociability	
Factual		Innovation	
Responsibility		Change	
Creativity		Pragmatism	
Justice		Reservation	
Spontaneity		Decisiveness	
Appreciation		Analysis	
Possibilities		Persuasiveness	
Relationships		Objectivity	
Structure		Repetition	

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Using the list, highlight the five values you think your company or organisation values most. (If your company has stated values, these may or may not be congruent with what you value most.)

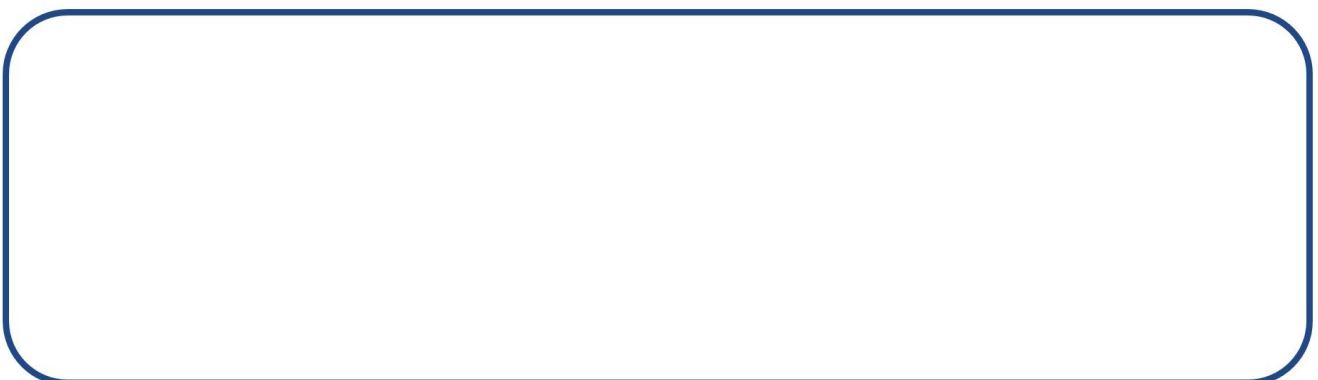
Are there any discrepancies?



What are your strengths? What are you really good at and do well?



What are your weaknesses? What limits you in your endeavours? What gets in the way of you being really successful?



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In order to complete this activity, you need to think about your strengths and your weaknesses and you need to ask a few other people for their (honest) assessment of your strengths and your weaknesses.

In the grid below list the strengths and weaknesses identified by yourself and others.

**Strengths**

**Weaknesses**

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**Self-Perception**

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**Others' perceptions**

Are there any significant differences between what you think about yourself and how others see you?



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How do your strengths and weaknesses relate to your identified values?

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How do they help you in your current role?

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How do they hinder you?

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