

INDIVIDUAL VALUES ELICITATION EXERCISE

The values that you hold tell about who you are and what is important to you. The importance of values is that they are the key to personal fulfilment. They are a remarkable tool for achieving success in life and can help in areas such as boundary setting, decision making, time management and empowerment.

As you are not going to have a coach by your side while doing this exercise, it is recommendable to write your answers and thoughts down so that you can refer back to them and analyse what you find out.

This exercise attempts to by-pass the 'judgement' of values by asking you to describe your values through 'real life' stories of personal fulfilment and personal despair. In these situations, values will either have been honoured or discounted and personal 'story telling' helps these values to emerge in a non-judgemental atmosphere.

Just follow the steps described bellow and challenge yourself to go deeper in your thinking and not accepting from yourself the first "I don't know" answer. Keep digging.

PART 1.

- ✓ Identify 3 special, peak moments when life felt perfect, fulfilled and 'in the flow'. Re-live these experiences. Explore the details of each moment.
What was happening?

Who was there?

What made it special?

What triggered the feelings of fulfilment?

What else do you remember about it?

What can you visualise about the moment?

- ✓ Revisit what you have just written. Which words had most impact and energy? What values were being honoured in these experiences?

- ✓ Pick up those values that appear to play the most significant role refine these such that they are specific and meaningful to you.

PART 2

Now identify 3 moments of despair when life felt empty, blocked and frustrating. Repeat the remainder of the steps for these experiences as above but now identify the values that were being ignored or not honoured at these times.

What was happening?

Who was there?

What made it a despair?

What triggered the feelings of emptiness or frustration?

What else do you remember about it?

What can you visualise about the moment?

- ✓ Revisit what you have just written. Which words had most impact and energy? What values were being honoured in these experiences?

- ✓ Pick up those values that appear to play the most significant role refine these such that they are specific and meaningful to you.

PART 3

Combine the two lists of values and start to assess the priority of each by asking yourself the question 'If my house was burning down and my values were in the house, which one would I take with me first?'

And then which one next?

And next?

And next?

And the next one?

After you finish, write down your values in order of priority and add a couple of sentences to each that describes them in more detail. Review this list after a few days to check whether new thoughts and insights have emerged in your thinking.

Use this 'hierarchy of values' proactively to help make decisions and resolve dilemmas.