FINDING YOUR CORE VALUES

created by SHANNEN VAN DER KRUK

Contents

03 Understanding Values

05 Barriers to Value Expression

O7 Core Values Worksheet

13 References

Understanding Values

Understanding your values is a powerful step toward living a life aligned with what truly matters to you. This worksheet is designed to help you discover the core values that guide your actions, decisions, and aspirations.

Through reflection on your values, you'll gain a clearer sense of purpose, develop meaningful goals, and create a life that feels authentic and fulfilling.

What Are Values?

Values are the foundational beliefs and principles that shape how we approach life, make choices, and interact with others. They're what help us decide what's important and worth spending our time and energy on.

You can think of values as directions—things that point you toward the kind of life you want to live. They can come from many places, like family, culture, or personal experiences. And while people might use different words to describe them, some values are common to us all, like honesty, compassion, or creativity.

When you know what your values are, it becomes easier to make decisions that feel right and satisfying.

The Importance of Values

Values are essential because they help us figure out what we care about most and guide us toward a meaningful life. They act like a personal compass that keeps us focused on what we genuinely want, even when life is challenging.

Having a clear understanding of your values can make it easier to make big decisions or know where to spend your time. Studies have shown that when people live in line with their values, they tend to feel more fulfilled and experience a stronger sense of well-being.

So, values aren't just abstract ideas—they actually help us live a happier, more authentic life

Values, Meaning, and Goals in Life

Values, meaning, and goals all work together to create a sense of purpose. While goals are specific things you want to accomplish (like learning a new skill or completing a project), values are more about the ongoing principles you want to embody, like being creative or helping others.

Living according to your values adds meaning to your life because it helps you feel connected to what truly matters. For example, if creativity is one of your values, it's not just about finishing a specific project; it's about keeping that creative energy alive in whatever you do. By setting goals that align with your values, you're not only achieving things but also building a life that reflects who you are at your core.

Barriers to Value Expression

Living in alignment with one's values is key to finding a meaningful and fulfilling life, yet certain barriers can prevent people from expressing and acting on their values.

Let's look at three common obstacles that can get in the way.

Lack of Self-Reflection

Understanding personal values hinges on self-reflection.

This involves observing oneself during meaningful activities (like painting for someone who values creativity), noticing the feelings that arise (such as joy or satisfaction), and connecting these actions to what one values.

To recognise what truly matters, it's essential to pay attention to these experiences and assess how much they contribute to a sense of fulfilment.

In essence, identifying values is about discernment—deciding if certain activities or experiences add depth or significance to one's life or not.

Without this kind of self-awareness, people may find it challenging to make choices that align with their core values.

Fear of the Unknown

Fear often stops people from acting on their values. When pursuing values means stepping out of one's comfort zone, uncertainty can trigger anxiety or fear.

For instance, someone who values autonomy might dream of starting their own business but feel held back by financial insecurity or doubts about their skills.

Recognising these fears while choosing to move forward anyway can help reduce the grip that fear has on values-aligned actions.

The goal isn't to eliminate fear but to learn to act in spite of it. Adopting a mindset of "I value autonomy, and I feel nervous about this new step" can help one pursue valued actions without letting fear dictate decisions.

Conflicting Values

At times, expressing one value may contradict another. Imagine someone who values both financial independence and honesty. Their job provides financial stability, but it may also require actions that conflict with their sense of honesty, such as withholding information from clients.

Balancing these competing values can be difficult, leading to inner conflict, guilt, or frustration. Recognising these conflicts can help in making thoughtful decisions that honour both values to the extent possible.

Core Values Worksheet

The purpose of this exercise is to help you gain clarity on what truly matters to you by identifying your five most important life values.

These values provide insight into key questions such as: What holds significance in your life? What is your life's purpose? What activities bring you joy? When do you feel most fulfilled?

By reflecting on these questions, you can become more aware of your values, which will empower you to steer your life in the direction you desire.

Please follow the five steps outlined below.

Step 1. Take 10 minutes to brainstorm your own values

My values				

Step 2. Review the values list on the pages below and check those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can write them down here:	FINDING YOUR CORE VALUES
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Those values that resonate with you. You can check as many as you like. We'll narrow them down later on. Step 3. If you think of any other values not listed, you can	
Step 3. If you think of any other values not listed, you can	
	You can check as many as you like. We'll narrow them down later on.

FINDING YOUR CORE VALUES

VALUES LIST

Acceptance	Efficiency
Achievement	Elegance
Advancement & Promotion	Entertainment
Adventure	Enlightenment
Affection	Equality
Altruism	Ethics
Arts	Excellence
Awareness	Excitement
Beauty	Experiment
Challenge	Expertise
Change	Exhilaration
Community	Fairness
Compassion	Fame
Competence	Family Happiness
Competition	Fast Pace
Completion	Freedom
Connectedness	Friendship
Cooperation	Fun
Collaboration	Grace
Country	Growth
Creativity	Harmony
Decisiveness	Health
Democracy	Helping Others
Design	Helping Society
Discovery	Honesty
Diversity	Humour
Environmental Awareness	Imagination
Economic Security	Improvement
Education	Independence
Effectiveness	Influencing Others

VALUES LIST

Inner Harmony	Purity
Inspiration	Quality
Integrity	Radiance
Intellect	Recognition
Involvement	Relationships
Knowledge	Religion
Leadership	Reputation
Learning	Responsibility &
Loyalty	Accountability
Magnificence	Risk
Making a Difference	Safety & Security
Mastery	Self-Respect
Meaningful Work	Sensibility
Ministering	Sensuality
Money	Serenity
Morality	Service
Mystery	Sexuality
Nature	Sophistication
Openness	Spark
Originality	Spirituality
Order	Stability
Passion	Status
Peace	Success
Personal Development	Teaching
Personal Expression	Tenderness
Planning	Thrill
Play	Unity
Pleasure	Variety
Power	Wealth
Privacy	Wisdom

Step 4. Prioritise your values

Make a selection of five of your most important values. List your top five values below:

I.	
TT	
11.	
III.	
IV.	
V.	

Step 5. Write down a definition for each value

Take about five to ten minutes to think about, or discuss with a friend or your coach, what each of the above values means to you. Then, generate a definition that resonates and makes sense to you.

MY CORE VALUES	Is important to me because:

REFERENCES

- Caprara, G. V., Schwartz, S., Capanna, C., Vecchione, M., & Barbaranelli, C. (2006). Personality and Politics: Values, Traits, and Political Choice. Journal of Personality, 74(3), 785-834. This study dives into how our core values can shape big life choices, like the political decisions we make.
- Emmons, R. A. (1989). The Personal Striving Approach to Personality. In L. A. Pervin (Ed.), Goal Concepts in Personality and Social Psychology (pp. 87-126). Lawrence Erlbaum Associates, Inc. Emmons talks about how values and goals interact to shape what we strive for in life.
- Feather, N. T. (1988). Values, Valences, and Choice: The Influence of Values on the Perceived Attractiveness and Choice of Alternatives. Journal of Personality and Social Psychology, 57(6), 1135-1141.
 Feather looks at how values influence our choices, even down to the courses we might pick in school.
- Feather, N. T. (1992). Values, Valences, Expectations, and Actions. Journal of Social Issues, 48(2), 109-124. A key paper that explains how values operate as guiding principles in our lives.
- Grouzet, F. M. E., et al. (2005). The Structure of Goal Contents Across 15 Cultures. Journal of Personality and Social Psychology, 89(5), 800-816. This study shows that while we all have unique values, there are some common, core ones that resonate across cultures.
- Grunert, S. C., & Juhl, H. J. (1995). Values, Environmental Attitudes, and Buying of Organic Foods. Journal of Economic Psychology, 16(1), 39-62. This study reveals how values can predict everyday choices, like what we choose to buy.

- Hayes, S. C., Strosahl, K. D., & Wilson, K. G. (1999). Acceptance and commitment therapy: An experiential approach to behavior change. New York: Guilford.
- Kasser, T., & Ryan, R. M. (1993). A Dark Side of the American Dream: Correlates of Financial Success as a Central Life Aspiration. Journal of Personality and Social Psychology, 65(2), 410-422. Kasser and Ryan discuss the impact of pursuing external rewards (like wealth) versus more intrinsic values (like personal growth).
- Kasser, T., & Ryan, R. M. (1996). Further Examining the American Dream: Differential Correlates of Intrinsic and Extrinsic Goals.
 Personality and Social Psychology Bulletin, 22(3), 280-287. Building on their 1993 work, Kasser and Ryan discuss how different types of values relate to well-being.
- Rokeach, M. (1973). The Nature of Human Values. New York: The Free Press. Rokeach provides one of the foundational theories on how values shape our behavior and attitudes.
- Sagiv, L., & Schwartz, S. H. (2004). Values and Behavior: Strength and Structure of Relations. Personality and Social Psychology Bulletin, 30(10), 1310-1324. This study looks at how strongly-held values predict behavior, including choices made in career counseling.
- Schwartz, S. H. (1992). Universals in the Content and Structure of Values: Theoretical Advances and Empirical Tests in 20 Countries. Advances in Experimental Social Psychology, 25, 1-65. Schwartz's work is central in value research, offering insights into universal values that resonate across different cultures.
- Wilson, K. G., & Murrell, A. R. (2004). Values work in acceptance and commitment therapy: Setting a course for behavioral treatment. In S. C. Hayes, V. M. Follette, & M. M. Linehan (Eds.), Mindfulness and acceptance: Expanding the cognitive behavior tradition (pp. 120-151). New York: Guilford.