

TYPICAL CAREER-RELATED LIFE VALUES (DEVELOPMENTAL COACHING)

Taken from: Weiler, N.W. Schoonover, S.C. (2001)

Your Soul At Work Five Steps to a More Fulfilling Career and Life Hiddenspring, New Jersey, USA.

INSTRUCTIONS

Look at the **20 Typical Career-Related Values** listed below.

1. Take an erasable pencil and make a few temporary remarks following the instructions below. You do not need to spend a lot of time with this, just jot down what initial response comes to your mind first. You can spend a more detailed analysis with me if you decide to pursue development coaching.

2. **'BOTTOM 5'**Put a 'B' next to your **bottom 5 values** (i.e those you would be most willing to give up. Optionally you may wish to rank order these from 1-5.

3. **On reflection:**

Who really dropped these values? Was it your 'inner voice' or were they dropped by someone else (i.e. your parents, boss, peers, organisation)?

If necessary, erase and change what you originally dropped to make certain they reflect YOUR values only

4. **'TOP 5'**Put a 'T' next to **your top 5 values** (i.e those you would be most unwilling to give up. Optionally you may wish to rank order these from 1-5.

5. Review your bottom 5 values and **headline ONE single value you would be most willing to give up** (i.e. the value that has the lowest priority for you personally).

6. Review your top 5 values and **headline ONE single value you would be most unwilling to give up** (i.e. the value that has the highest priority for you personally).

7. **Consider the way you behave at work currently, against the ideal values you have just ranked the highest.**

On reflection.....are you achieving your most important values and if not why not? The top value you ranked represents the most Northern point on your personal compass and will head you in the right direction. Contradictions in achieving this Northern point will be a major source of either overt or inner discomfort, but potential for personal transformation at work.

TYPICAL CAREER-RELATED LIFE VALUES

FRIENDSHIP: *To work with people I respect and to be respected by them.*

Remarks:

LOCATION: *To be able to live where I want to live.*

Remarks:

ENJOYMENT: *To enjoy my work and have fun doing it.*

Remarks:

LOYALTY: *To be committed to the goals of a group of people who share my beliefs, values and ethical principles.*

Remarks:

FAMILY: *To have time with my family.*

Remarks:

LEADERSHIP: *To motivate and energise other people. To feel responsible for identifying and accomplishing needed group tasks.*

Remarks:

PERSONAL DEVELOPMENT: *To learn and to do challenging work that will help me grow, that will allow me to utilise my best talents and mature as a human being.*

Remarks:

SECURITY: *To have a steady income that fully meets my family's basic needs.*

Remarks:

WISDOM: *To grow in understanding of myself, my personal calling and life's real purpose. To grow in knowledge and practice my beliefs and find meaning in what I do.*

Remarks:

COMMUNITY: *To be deeply involved with a group that has a larger purpose beyond one's self. To perform in effective and caring team-work.*

Remarks:

WEALTH: *To earn a great deal of money (i.e beyond my family's basic needs). To be financially independent.*

Remarks:

EXPERT-NESS: *To become a known and respected authority in what I do.*

Remarks:

SERVICE: *To contribute to the well-being and satisfaction of others. To help people who need help and improve society.*

Remarks:

PERSONAL ACCOMPLISHMENT: *To achieve significant goals. To be involved in undertakings I believe personally are significant – whether or not they bring me recognition from others.*

Remarks:

PRESTIGE: *To be seen by others as successful. To become well- known. To obtain recognition and status in my chosen field.*

Remarks:

POWER: *To work with people I respect and to be respected by them*

Remarks:

INDEPENDENCE: *To have freedom of thought and action. To be able to act in terms of my own time schedules and priorities.*

Remarks:

INTEGRITY: *To live and work in compliance with my own moral standards. To be honest and acknowledge / stand up for my personal beliefs.*

Remarks:

HEALTH: *To be physically and mentally fit.*

Remarks:

CREATIVITY: *To be innovative. To create new and better ways of doing things.*

Remarks: