

# Core

# Values

# Assessment



# Self-Guided CORE VALUES ASSESSMENT

---

## Introduction

---

The Center for Ethical Leadership believes that an ethical leader is a person who acts with integrity. We define ethical leadership as: *knowing your core values and having the courage to act on them on behalf of the common good.*

The core values exercise will help you clarify your core values. It is a challenging exercise, and it will be more meaningful if you do it silently and on your own.

During the process you will highlight the values most important to you. To do that, you'll remove some from the list. This *does not mean that you are throwing values away*. The ones you identify as important will always be important. The narrowing process helps you determine your CORE Values. Pay attention to your inner dialogue as you make choices. How you do this will reveal interesting truths about yourself.

Thank you for your interest in values and ethical leadership.

## Instructions

---

1. Review the values on the enclosed page. At the bottom notice there are a few blank lines. Use these lines to add any values that are important to you, but are not listed.
2. Put a star next to all of the value words that are very important to you, including any you may have added. This will become your personal set of values.
3. Take a pen and narrow the list to **eight** values by crossing off less important ones or circling more important ones. Take two to three minutes to do this.
4. Now narrow the list to **five**, using the same process.
5. Now narrow the list to **three**.
6. And finally, choose your **top two** core values.

# Core Values Exercise

Peace

Integrity

Wealth

Joy

Happiness

Love

Success

Recognition

Friendship

Family

Fame

Truth

Authenticity

Wisdom

Power

Status

Influence

\_\_\_\_\_

Justice

\_\_\_\_\_

## Making Sense of Your Core Values

---

You have just discovered, or rediscovered, your core values. Ethical leadership is knowing your core values and having the courage to integrate them with your actions, being mindful of the common good.

- Your values words are packed with meaning. You likely went through a process of “bundling”: embedding one value in another and counting two or more values as one. This is not cheating - it’s natural. This is why you have not really thrown values away, you have clarified what these words mean.
- Why two core values? We believe you can remember two! Imagine putting them in your pockets when you leave each day. Knowing these two represent a larger personal set of values gives you access to many values.
- Your core values can help you make difficult decisions or lifestyle choices, select employment, raise a child - the possibilities are endless. They can even help you find common ground with someone you disagree with. The important thing is to integrate them as fully as possible into your life.

## Going Beyond The Individual

---

If you do this exercise with your family or other group, try the following. Ask each person to stand and say their core values. (*Having the courage to stand up for what you believe in is a trait of an ethical leader*). Appreciate the diversity, and acknowledge how the results shed light on the values of the group as a whole.

Discuss together how you chose your values, what they mean to you, and how you express them. Then reflect on what more you can do to make core values a part of your daily life. *Striving to integrate your values with your actions is another trait of ethical leadership*. It’s about persistence, not perfection.

It can be as simple as thinking about your values more often. Put a sticky note with your values written on it in prominent places – the refrigerator, your computer, the dashboard, a mirror. Seeing these reminders will encourage you to draw on your core values more often.

### Application Opportunities

The core values exercise can be used with an intact group to build common ground, develop a mission statement, resolve conflicts, and improve work relationships. Contact the Center for information on working with a consultant to explore group applications of core values, or return to the website to learn more about how our Seminars and Workshops can help you explore translating your values into action.

# MISSION

*The Center motivates people to practice ethical leadership, inspires institutions to create cultures of integrity and gathers the community to animate cultural change, all for the common good.*



**CENTER *for*  
ETHICAL  
LEADERSHIP**

1401 E Jefferson St, Suite 505  
Seattle, WA 98122  
(206) 328-3020  
FAX (206) 328-4570

[www.ethicalleadership.org](http://www.ethicalleadership.org)