



INNERWILL
LEADERSHIP INSTITUTE

Core Values

NAME: _____

YOUR TIMELINE

YOUR PERSONAL TIMELINE

1. Identify 4 or more key events in your life, those significant things that helped to shape you.
2. Note the year and a few words that describe the event.
3. Consider the influence these events had in shaping you; how might they connect to who you are today?

Year			
Your Life Experiences ----- Significance			

Year			
Your Life Experiences ----- Significance			

YOUR PERSONAL TIMELINE

Year			
<p data-bbox="170 489 349 556">Your Life Experiences</p> <p data-bbox="170 619 438 640">-----</p> <p data-bbox="170 682 349 714">Significance</p>			

Year			
<p data-bbox="170 1306 349 1373">Your Life Experiences</p> <p data-bbox="170 1436 438 1457">-----</p> <p data-bbox="170 1499 349 1530">Significance</p>			

CORE VALUES

Values are deeply held beliefs about what is right and good and evoke standards that you care deeply about.

– Jesse Lyn Stoner

1 DISCOVER YOUR CORE VALUES

Core values are deeply personal and require observation and reflection to identify and understand. They are formed when we are children and develop as we grow and learn. This exercise helps to examine the values that drive our behaviors.

INSTRUCTIONS

1. Review the list of values.
2. Consider each value. Circle the values that are important to you and cross out those that are not.
3. If you can't find one of your values, write it in the space provided at the end of the list.
4. Write your top five core values below.

TOP 5 CORE VALUES

1. _____

2. _____

3. _____

4. _____

5. _____

There are no right or wrong answers. Be honest with yourself and consider where you spend your time, money, and energy.

VALUES

- | | | |
|----------------|--------------------|-----------------|
| Accountability | Financial Security | Order |
| Accuracy | Free Time | Patriotism |
| Achievement | Freedom | Perfection |
| Activeness | Friendships | Positivity |
| Adventure | Fun | Power |
| Aesthetics | Generosity | Privacy |
| Appreciation | Grace | Quality |
| Authenticity | Growth | Relationships |
| Authority | Hard Work | Relaxation |
| Balance | Harmony | Reputation |
| Challenge | Health | Resourcefulness |
| Collaboration | Helping Others | Respect |
| Community | Honesty | Responsibility |
| Compassion | Hope | Results |
| Competence | Humility | Safety |
| Competition | Independence | Security |
| Control | Individuality | Service |
| Courage | Influence | Significance |
| Creativity | Integrity | Spirituality |
| Curiosity | Intelligence | Stability |
| Decisiveness | Involvement | Status |
| Effectiveness | Joy | Tradition |
| Efficiency | Justice | Variety |
| Empathy | Knowledge | Wealth |
| Environment | Leadership | Well-being |
| Excellence | Learning | Wisdom |
| Fairness | Love | _____ |
| Faith | Loyalty | _____ |
| Fame | Meaningful Work | _____ |
| Family | Optimism | _____ |

2 PUT YOUR VALUES TO WORK

INNERWILL believes leadership is a choice, not a title, a conscious choice that begins with building our awareness of self. Braver leaders consistently make this choice to better understand themselves — to ensure they live, work, and lead in alignment with their core values, and to ignite the potential in themselves and others. This exercise helps to examine the values that drive our behaviors.

YOUR VALUES IN ACTION

1. Rewrite the top five core values you identified in the Discover exercise.
2. On your own or with others, consider the questions shown.

TOP 5 CORE VALUES	
1.	_____
2.	_____
3.	_____
4.	_____
5.	_____

Name _____

Date _____

Q. What are examples of behaviors that demonstrate your values in action?

A.

Q. How do your current behaviors reflect your values?

A.

Q. What is one thing you can do today that demonstrates at least one of your values?

A.

EXAMINING YOUR CORE VALUES

Our values influence every aspect of our lives and serve as our guides to our actions.

Kouzes and Posner, in *The Leadership Challenge*, remind us that, "We are much more in control of our own lives when we're clear about our personal values."

These enduring beliefs are deeper than the single word. Spending time defining our values and identifying the associated behaviors, gives us the opportunity to clarify each value and how it is articulated through our actions.

1. Write each of your top five values in the blanks.
2. Underneath each value, define it in your own words.
3. Identify three associated behaviors that serve as evidence that you are living into the value.

EXAMPLE

VALUE

Integrity

DEFINITION

Being honest and consistent.

BEHAVIORS

Keep your promises.

Be open and truthful.

Communicate clearly.

ONE

VALUE

DEFINITION

BEHAVIORS

TWO

VALUE
DEFINITION

BEHAVIORS

THREE

VALUE
DEFINITION

BEHAVIORS

FOUR

VALUE
DEFINITION

BEHAVIORS

FIVE

VALUE
DEFINITION

BEHAVIORS

CORE VALUES IN ACTION

What choices can you make to align your actions with your aspirations?

Start Doing

Stop Doing

Keep Doing

1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.
5.	5.	5.



INNERWILL is a 501c3 leadership institute that has helped hundreds of organizations, and the thousands of people who work there, actualize potential, maximize performance and elevate impact. **We believe leadership is a choice, not a title.** That's why we work hard to develop better people, braver leaders, and a wiser world through Values Based Leadership. This transformational process enables people to work, lead and live in alignment with their core values, while helping others to do the same. Our programs and services help organizations generate stronger reputations and better bottom lines. INNERWILL was born out of Luck Companies, the nation's largest family-held and family-run aggregate business and one of the top three most engaged places to work in the US.

BETTER PERSON BRAVER LEADER WISER WORLD®

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