

# Embedding Values Practically

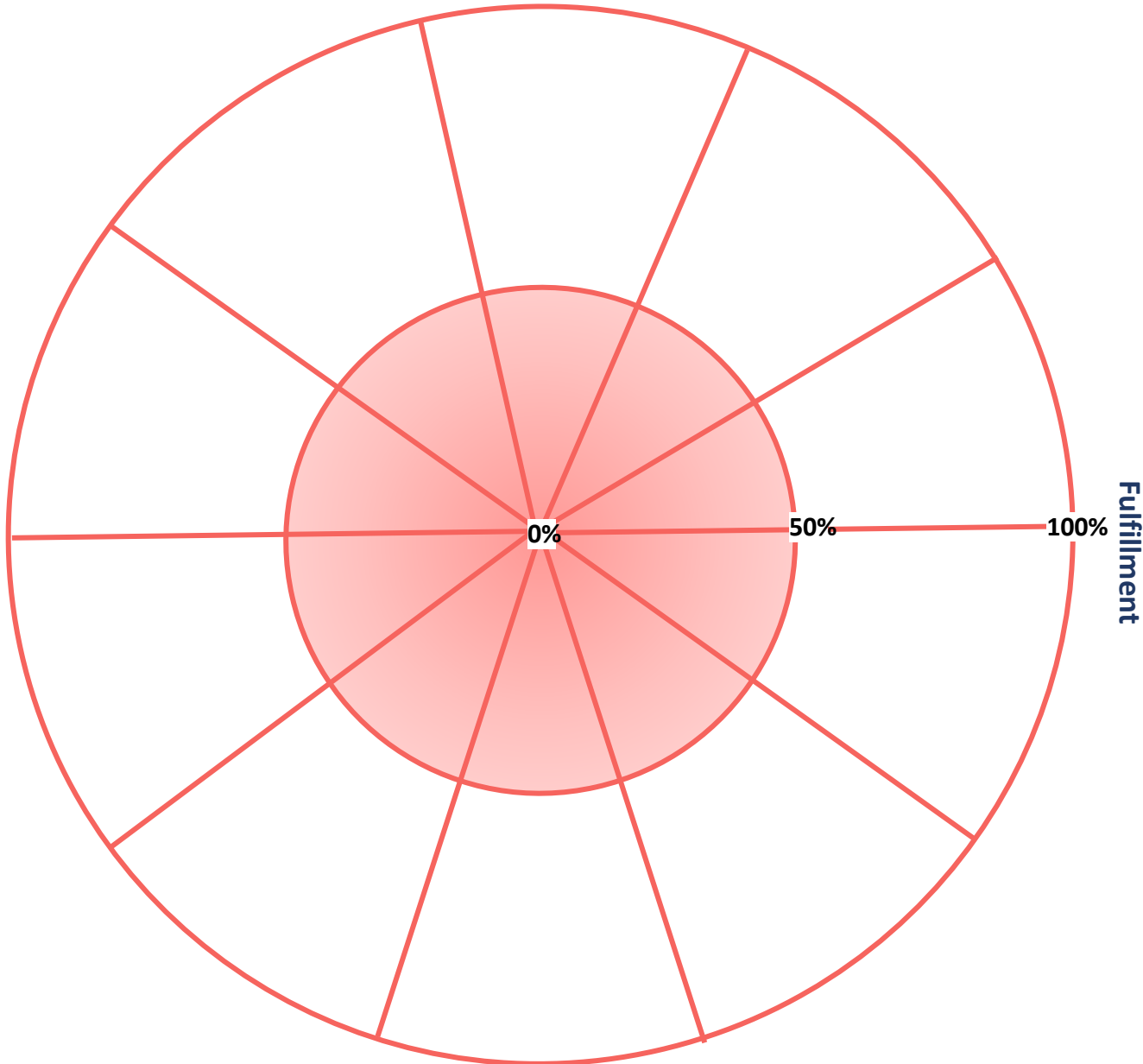
## Taking a look at how Values show up in our Life : What is the Balance across my Value's Hierarchy?

**Your values Hierarchy may shift depending on the situation ; it is useful once you have completed the identification and hierarchy building process, to spend some time in reflection, the following questions are a guide for you in working with your personal values profile :**

1. Which values predominate in your personal life – why ?
2. Which values predominate in your work life – why ?
3. Which values are compromised (you are not living into them) and where is this happening?
4. Why are they compromised – what is the cost of this to you and to others ?
5. Do you have any values clashes –(perhaps across different contexts e.g. work and personal) and if so, how does that play out?
6. What is the impact of these values clashes, short and long term?

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How am I living into my Values currently?



## Self-Reflection

Write down your values along the lines - in random order outside the outer circle. ( there are 10 spokes for 10 values – if you need more feel free to redraw this circle with more spokes or just add more lines )

Use your gut feeling to determine how much this value is currently present in your life (0% to 100%)

Select 2-3 values you want to experience significantly more of in your life in the next 12 - 18 months – those that would support your becoming more 'at choice' in your life overall , or would support a particular goal, and highlight them with a marker

Give yourself a % to identify the gap, and consider where exactly you would like them more present. @ work? @home? in your relationships? Just some initial thoughts – on the following pages we will get into more detail

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## Living at 90%+ across our Values

Imagine for a moment living at 90-100% across your chosen 2-3 Values:

1. What would your life look like?
2. How would that differ from now?
3. How would others see you behave that is different than now ?
4. How would this feel – specifically?
5. What would you be thinking?
6. How would your decisions differ?
7. What would you be saying to yourself and to others that would be different from now?
8. How would you react to challenges?

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## A Biographical Narrative on how you currently live your chosen Values

You are asked to write a story/essay/narrative about how you have been and are living into the values that are in your hierarchy – what would it say?

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## Defining your Values

Reflect on what you have written in your narrative – and now craft a definition YOUR definition for your values ... **IN YOUR OWN WORDS**. This is not textbook or what each value SHOULD be enacted like in your life, it is the way of being when you are in alignment with this value – that deeply resonates with you. This is a first step, and the two following pages will enable you to refine the definitions should you need to. If you find it difficult to express, just play with the words ( you can use a thesaurus such as [wordhippo.com](http://wordhippo.com) ). Write your definitions below. **(NOTE)** : if you want to start this process with your 2-3 and then later proceed to work through all of the values in your Hierarchy feel free to do so.

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## What intention comes out of your Core Values

What patterns do you notice in what you have written – what insights do you have about what you really want ? About how these chosen values look ... and respond to the following statements :

1. I want .....
2. I desire .....
3. I intend .....
4. I am .....
5. My .....
6. I will .....
7. I allow .....
8. I am open to .....
9. I activate my ability to ....
10. I .....

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## What intention comes out of your Core Values

Now refine what you have written, so that they are very precise. 10 words or less:

1. I want .....
2. I desire .....
3. I intend .....
4. I am .....
5. My .....
6. I will .....
7. I allow .....
8. I am open to .....
9. I activate my ability to ....
10. I .....

# Embedding Values Practically

## Practicum : Using your Values to make Conscious Decisions.

Being able to make decisions in alignment with our values is a core process of embedding. Most however, don't do this as a chosen way of determining their direction or specific actions. In order to build this muscle this next process gives you the opportunity to walk through the process in a structured manner, just to see how it feels. If you are then able to shift this process into a way of engaging in the world, in the moment, you will find that you are living in alignment with your values.

Write the names of your values, from left to right, in order of their importance to you. Be clear on the definition of these values – what they would look like. Write and describe the options you are considering as part of the decision you wish to take in each of the option boxes.

OPTIONS	Value 1	Value 2	Value 3	Value 4	Value 5	Value 6	Totals
Option A							
Option B							
Option C							

Using either % or your own rating scale, assess the extent to which each option would be aligned or not to each value. And mark the score in the boxes. After completion – take a look at the totals to determine which option will allow the greatest alignment with your values.

**NOTE :** If you want to be even more scientific you can give each value a weighting of importance and then multiply the weighting by the score in each box. Prior to adding up for the final totals.



# Embedding Values Practically

Practicum : Using your Values to make Conscious Decisions (continued).

OPTIONS	Value 7	Value 8	Value 9	Value 10	Value 11	Value 12	Totals
Option A							
Option B							
Option C							

Using either % or your own rating scale, assess the extent to which each option would be aligned or not to each value. And mark the score in the boxes. After completion – take a look at the totals to determine which option will allow the greatest alignment across all your values.

**NOTE :** If you want to be even more scientific you can give each value a weighting of importance and then multiply the weighting by the score in each box. Prior to adding up for the final totals.

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## Values Matching / Values Conflicts

We can share values with the people we surround ourselves with, but have completely different ways of living them depending on what is most important to us. **EXAMPLE** Let's say that you and your newfound romantic partner shares the following values; Love, Health, Adventure, Fun and Wealth. **Your** hierarchy might look like this:

1. Wealth
2. Adventure
3. Fun
4. Love
5. Health

Well, it tells me that you might be a fun-loving, adventurous person who also is ambitious, with clear achievement goals in sight and a determination to be independently financially secure. And maybe not the kind of person you would find in the gym, but you are probably taking somewhat good care of your body in other ways, in fun and adventurous ways like skydiving, mountain-climbing or something like that! You meet a wonderful person and find you share these values with him/her, but their hierarchy(of the same values) is the complete opposite and looks like this;

1. Health
2. Love
3. Fun
4. Adventure
5. Wealth

If health is the most important thing in the world for this person, you will probably find that they are more 'responsible' than you perhaps when it comes to their health and wouldn't risk jumping out of a plane with you. They also might need more connection than you because their need for giving and receiving love is bigger than yours. And they might not work on their goals and careers as much as you, because money is not as important to them as it is to you.

**A conflict in values could look like this;** his/her need for love may become clinginess to you, and the adventurous side of you might eventually decide to have an affair with a person that is not as 'needy'. There might also be issues of accusing each other to not be there for one another; one of you hangs out in the gym all the time while the other one pursues success; working a lot etc. To name a few.