



# Values Assessment

Values are who you are and what you live for.

This *Values Assessment* will help you;

- Identify your 'true' values
- Understand that what you do each day satisfies your values or takes you away from them.
- See that living a values based life develops self-belief and confidence.
- Achieve 'what matters most' faster and in better shape.

Attached to our values are natural talents. Developing natural talents, grows them into strengths. You will be passionate about working and playing in areas of strength – no surprises there, it's because in doing so you are able to satisfy the associated value(s). Playing to strengths gives you the opportunity to excel. Playing with weaknesses invariably caps performance at mediocrity.

This has wide ramifications on how to build high performing employees and teams.

When values are satisfied consistently over time, there is a sense of well-being and contentment. "I feel awesome, life's great" may be the descriptor of this state. Conversely if you go against one of your values, or you have ignored one or more over time, there is a gut feeling that something is not quite right, something is missing. Subsequently correcting past misdoings or taking action to satisfy the ignored value(s), is the way to remove that empty 'something's missing' feeling.

What roles and responsibilities you take on in work and life therefore become critical to enabling you to satisfy your values. How often do you hear, "I don't enjoy my work" – behind this may be that they are doing work that does not enable them to satisfy their values. Not all work roles will enable all values to be satisfied. Hence the importance in choosing wisely what other roles we take on outside work. Ideally selecting roles that fill any gaps that work does not provide for.

Values do not tend to change much (if at all) over a lifetime. What changes is your maturity and how you then satisfy values. Maturity moves through the stages of Dependence (the child, 'you' do this for me), to Independence (the school leaver, 'I' know what's best), to the highest level of Interdependence (have learnt worldly lessons and get it how 'we' can achieve more together than individually).

Most effective people are those who understand themselves and are aware of the demands of their situation or environment. Understanding your values empowers you to make the right choices in how you respond - ultimately taking you towards satisfying your values.

You will begin to see how your unique values in particular give you the success and, if these are not met how the absence of one or more may limit you. At the same time this will give you more awareness that other people have different values and provide new perspectives.

## **The Assessment**

Allow 25 minutes to complete this Assessment. There are no right or wrong answers. This is not a test. Please complete it on your own, when done you can share and discuss with others. At Coach Approach Rural our coaches can support you to structure your life, family and work to being true to your values.

This assessment is also a foundational step for all family members as they begin their succession planning process.





# Values Assessment

## Part 1 - Values Evaluation

On a scale of 1 to 5, with one being 'less true' and 5 being 'more true', please rate the following:

This assessment is also a foundational step for all family members as they begin their succession planning process.

### Section 1

- 1 2 3 4 5 (a) I like activities like river rafting because you never know what's really around the bend.
- 1 2 3 4 5 (b) I'd really love to pack up and take a month-long trip to Europe (or any place abroad), and even leave next week.
- 1 2 3 4 5 (c) If I had to choose between two ways of getting something done - the exciting, yet unpredictable and possibly longer way, and the most efficient, way I'd tend to take the more exciting way.
- 1 2 3 4 5 (d) Sure, I could use a plan or a map - but what fun is that, really?
- 1 2 3 4 5 (e) There is nothing more important to me personally than being part of an adventure.

### Section 2

- 1 2 3 4 5 (a) There is probably art in everything, but only certain things are worth looking at.
- 1 2 3 4 5 (b) I tend to make whatever I touch more aesthetically pleasing.
- 1 2 3 4 5 (c) Nature is the source of beauty.
- 1 2 3 4 5 (d) If it's not beautiful, I probably won't like it.
- 1 2 3 4 5 (e) There is nothing more important to me than seeing or experiencing the beauty of things, life, etc.

### Section 3

- 1 2 3 4 5 (a) After people meet, see or speak with me, they tend to get 'into action' about something.
- 1 2 3 4 5 (b) I like being the spark that gets people going again.
- 1 2 3 4 5 (c) It turns me on when I see people turned on because of something I've said or done.
- 1 2 3 4 5 (d) I tend to let people know how they can get the job done more easily and more productively.
- 1 2 3 4 5 (e) There is nothing more important to me personally than being a catalyst or lever for change or movement.



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## Section 4

- 1 2 3 4 5 (a) When someone asks me for directions, I usually take them a part of the way or draw a map so I am certain they won't get lost.
- 1 2 3 4 5 (b) I tend to put other people's needs and concerns ahead of or equal to my own.
- 1 2 3 4 5 (c) If I couldn't assist people or make some definite and powerful contribution, I'd begin to question what life was all about.
- 1 2 3 4 5 (d) I get upset when I see people not being served or assisted when they easily could be.
- 1 2 3 4 5 (e) There is nothing more important to me than contributing or serving people or humanity.

## Section 5

- 1 2 3 4 5 (a) The act of inventing or making up new things, ideas, art, form or function is very appealing and energising to me.
- 1 2 3 4 5 (b) I like to make things.
- 1 2 3 4 5 (c) I get no personal reward from just watching or repeating someone else's ideas; they have to come from or be measurably customised by me.
- 1 2 3 4 5 (d) I don't get bored; I find something creative to do or get involved with.
- 1 2 3 4 5 (e) There is nothing more important to me personally than creating something that didn't really exist before I got involved.

## Section 6

- 1 2 3 4 5 (a) I would have really liked to have been a Christopher Columbus-type person, discovering something that had not been discovered before.
- 1 2 3 4 5 (b) I like finding the wrinkle in just about anything.
- 1 2 3 4 5 (c) I love finding out new things about me and others.
- 1 2 3 4 5 (d) Once I've found 'it', I go looking for another 'it'.
- 1 2 3 4 5 (e) There is nothing more important to me personally than discovering new things or new ways with things.



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## Section 7

- 1 2 3 4 5 a) It's important to me to express my feelings, even when it gets in the way of things.
- 1 2 3 4 5 (b) I am grateful that I can really experience the full range of emotions.
- 1 2 3 4 5 (c) I am glad that I can cry.
- 1 2 3 4 5 (d) I am able to laugh a lot.
- 1 2 3 4 5 (e) There is nothing more important to me personally than experiencing my feelings and emotions.

## Section 8

- 1 2 3 4 5 (a) It's important that someone step forward and take charge.
- 1 2 3 4 5 (b) I tend to like to "rally the troops", to get people moving forward together.
- 1 2 3 4 5 (c) I like to be called on to lead a team of people.
- 1 2 3 4 5 (d) When I lead, I don't put up with anything from anybody.
- 1 2 3 4 5 (e) There is nothing more important to me personally than leading people.

## Section 9

- 1 2 3 4 5 (a) I feel compelled to be the best that I can be.
- 1 2 3 4 5 (b) I tend to be the most able and qualified person I know of in my area or field – and I feel good about that
- 1 2 3 4 5 (c) I'd strongly prefer to be a master of a trade than a "jack of all trades".
- 1 2 3 4 5 (d) I would be fully willing to be completely ignorant in several important areas if it meant that I could be a master of one.
- 1 2 3 4 5 (e) Nothing is more important to me personally than to be master or the master of my trade.

## Section 10

- 1 2 3 4 5 (a) A strong and consistent theme throughout my life has been my quest of personal and physical pleasure.
- 1 2 3 4 5 (b) I can never "feel good" enough.
- 1 2 3 4 5 (c) Without a lot of pleasure, what's the use of living?
- 1 2 3 4 5 (d) If it feels good, I do it.
- 1 2 3 4 5 (e) There is nothing more important to me personally in life than experiencing as many forms of pleasure as possible.



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## Section 11

- 1 2 3 4 5 (a) I get high from being included in other's lives or plans.
- 1 2 3 4 5 (b) If the phone doesn't ring or I don't get letters from friends, I tend to wind down or get depressed.
- 1 2 3 4 5 (c) We are so lucky that there are 6 billion people on this planet! (More people to love!).
- 1 2 3 4 5 (d) The bond between two people is the greatest gift to us.
- 1 2 3 4 5 (e) There is nothing more important to me personally than to be very connected with people.

## Section 12

- 1 2 3 4 5 (a) I will shop at a store with higher prices but with clerks who are really nice and helpful.
- 1 2 3 4 5 (b) It is better to be polite than to get what you really want in a situation.
- 1 2 3 4 5 (c) I am upset when people are not polite or nice to me on the phone or in person.
- 1 2 3 4 5 (d) I am so sensitive that I can't be around people who are upset, needy or loud. I protect my "space".
- 1 2 3 4 5 (e) There is nothing more important to me personally than being sensitive and/or nice, or being around those who are.

## Section 13

- 1 2 3 4 5 (a) I have a strong relationship with God or the 'Universal Being'.
- 1 2 3 4 5 (b) I have surrendered my life to God's will for me.
- 1 2 3 4 5 (c) I get a tremendous pleasure and strength from praying, meditating or being with God.
- 1 2 3 4 5 (d) If there wasn't really a God, I would create one for myself.
- 1 2 3 4 5 (e) There is nothing more important to me personally than being in constant touch with God.

## Section 14

- 1 2 3 4 5 (a) I enjoy passing on information and ideas to the next generation.
- 1 2 3 4 5 (b) When I teach others, I get tremendous satisfaction.
- 1 2 3 4 5 (c) It almost doesn't matter what the subject matter is, I just love to teach.
- 1 2 3 4 5 (d) I get pleasure from teaching even to a class of one.
- 1 2 3 4 5 (e) There is nothing more important to me personally than to teach.



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## Section 15

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | (a) I enjoy working closely with others.  |
| 1 | 2 | 3 | 4 | 5 | (b) It's a pleasure to be achieving things with people.                               |
| 1 | 2 | 3 | 4 | 5 | (c) I feel personally rewarded when I work with cooperative and tolerant individuals. |
| 1 | 2 | 3 | 4 | 5 | (d) There is nothing more important to me than maintaining close relationships.       |
| 1 | 2 | 3 | 4 | 5 | (e) I thoroughly enjoy working collaboratively with people.                           |

## Section 16

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | (a) I tend to justify the means to get to an end I really want.                 |
| 1 | 2 | 3 | 4 | 5 | (b) Many people are just born to lose.  |
| 1 | 2 | 3 | 4 | 5 | (c) I compete well, with a group or against myself.                             |
| 1 | 2 | 3 | 4 | 5 | (d) I get a tremendous high from pulling something off or winning.              |
| 1 | 2 | 3 | 4 | 5 | (e) There is nothing more important to me personally than winning at something. |

## Section 17

- |   |   |   |   |   |  |
|---|---|---|---|---|--|
| 1 | 2 | 3 | 4 | 5 | (a) I support and trust and care for others when things get tough.   |
| 1 | 2 | 3 | 4 | 5 | (b) I combine all the energy, talent, desire, vision and determination I can muster to ensure my family is safe.                             |
| 1 | 2 | 3 | 4 | 5 | (c) It's vital my children learn about how to treat others and take responsibility.  |
| 1 | 2 | 3 | 4 | 5 | (d) There is nothing more important to me than communicating so our messages and feelings are understood, and our differences are respected. |
| 1 | 2 | 3 | 4 | 5 | (e) I enjoy identifying what we want, making decisions and planning ahead as a family.   |



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**Section 18**

- 1 2 3 4 5 (a) I have a desire for a world that is peaceful and where people are open and honest with each other.
- 1 2 3 4 5 (b) I place considerable stock on social wellbeing, equality and freedom, tolerance and wisdom.
- 1 2 3 4 5 (c) Protecting and caring for the natural environment is important.
- 1 2 3 4 5 (d) I get a tremendous high from living for my spouse, children and other family members.
- 1 2 3 4 5 (e) There is nothing more important to me personally than taking care of our wider community.

**Section 19**

- 1 2 3 4 5 (a) I'm on top of the world when being animate, energetic and spontaneous.
- 1 2 3 4 5 (b) Colourful experiences and anecdotes are necessary to help us feel more alive.
- 1 2 3 4 5 (c) Life is boring if we are not having fun.
- 1 2 3 4 5 (d) I get a tremendous high from variety and enjoying what I do.
- 1 2 3 4 5 (e) There is nothing more important to me personally than having fun.

**Section 20**

- 1 2 3 4 5 (a) Life's tests refine me and genuine friendships sustain me.
- 1 2 3 4 5 (b) Being unaffected, being authentic, having integrity, and facing problems squarely help me as I reach out and make a difference to do the right thing.
- 1 2 3 4 5 (c) I am motivated as I become a better person and I'm more than happy to learn from my mistakes.
- 1 2 3 4 5 (d) My ultimate freedom is the right and power to decide how anybody or anything outside myself will affect me.
- 1 2 3 4 5 (e) There is nothing more important to me than actually doing the one thing in my life right now that makes a difference to my personal and professional relationships.



# Values Assessment

## Part 2 - Values Summary

Summarise the Values Evaluation on this summary form. First write the total score received for each Section (1-20) in the RANK column. Next, circle the 5 highest scores. These are your most “true” values.

### Rank Value

- ..... Section 1: Adventure
- ..... Section 2: Beauty
- ..... Section 3: Catalyst
- ..... Section 4: Contribute
- ..... Section 5: Creativity
- ..... Section 6: Discovery
- ..... Section 7: Feelings
- ..... Section 8: Leadership
- ..... Section 9: Mastery
- ..... Section 10: Pleasure
- ..... Section 11: Relatedness
- ..... Section 12: Sensitivity
- ..... Section 13: Spirituality
- ..... Section 14: Teaching
- ..... Section 15: Teamwork
- ..... Section 16: Winning
- ..... Section 17: Family
- ..... Section 18: Community
- ..... Section 19: Fun
- ..... Section 20: Life





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## Part 3 - Values Index

Circle the word that best describes the 'Exact Value' for each of your top five 'Area of Value'. If the sample four words alongside the relevant category do not fully describe this area for you, you are free to come up with your own meaningful adjective.

<u>Area of Value</u>	<u>Exact Value</u>	<u>Area of Value</u>	<u>Exact Value</u>	<u>Area of Value</u>	<u>Exact Value</u>
1. Adventure	Risk The Unknown Thrill Danger/Dare .....	8. Leadership	Influence Manage Guide Motivate .....	15. Teamwork	Collaborate Inclusion Unity Synergy .....
2. Beauty	Appreciation Grace Refinement Magnificence .....	9. Mastery	The Best Proficiency Excellence Expert .....	16. Winning	Compete Take/Get/Own Engage Victory .....
3. Catalyst	Impact/Move Touch/Turn on Unstick Coach .....	10. Pleasure	Sensuality Indulgence Gratification Self-satisfaction .....	17. Family	Love Relationships Unity Home .....
4. Contribute	Serve Improve Augment Assist .....	11. Relatedness	Connected Networker Linked/Allied Be Structured .....	18. Community	Global Village Networks Sustainability Resources .....
5. Creativity	Be Source Design Invent Synthesise .....	12. Sensitivity	Gracious Inviting Pleasant Tender .....	19. Fun	Fun Laughter Enjoyment Happy .....
6. Discovery	Learn Detect Locate Realise .....	13. Spirituality	Faith/Trust God Eternity Religion .....	20. Life	Love & Happiness Demand for Meaning Worth Everything Living My Dreams .....
7. Feelings	Emotions Drama Sentiment Empathy .....	14. Teaching	Instruct Educate Illuminate Train .....		