

# The Grassroots Leadership Revolution

## Discover Your Values

Review the list of values below and identify your:

**"A" values** - These are **A**bsolutely critical to me, no matter the situation.

**"B" values** - These are **B**eneficial, but more situational.

**"C" values** - **C**ould live without these values because they're so not me.

Note that our objective in this exercise is to begin to get to the heart of what is really important to you, no matter what situation you may be encountering.

Ability	Competition	Fun	Mastery
Achievement	Contribution	Generosity	Prestige
Adventure	Cooperation	Helpfulness	Public Contact
Aesthetics	Creativity	Growth	Recognition
Authenticity	Decision-making	Health	Security
Authority	Dependability	Independence	Self-control
Autonomy	Duty	Influence People	Self-knowledge
Challenge	Excitement	Integrity	Spiritual Fulfillment
Change	Family	Justice	Stability
Commitment	Friends	Knowledge	Teamwork
Compassion	Flexibility	Leisure	Work Alone
Compensation	Freedom	Loyalty	Work Under Pressure

## My Top Four Values

Now look at all your "A's" and highlight your **"4 Core"** - these are the four most important values that drive, motivate and inspire your actions, decisions and behaviours.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

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## How Do Your 4 Core Values Show Up?

**Step 1:** In column 1, list your four core values.

**Step 2:** In column 2, identify how these values show up for you both personally and professionally.

Core Value	What does this value look like in action (at work, at home)?

## Your CORE Values and What They Mean to You

Core Value	What do these values mean to you professionally and personally?

### Keep your values top of mind and out front:

- Self-reflect regularly. (What did I do or learn today about applying my values?)
- Explore your organization's and your boss's values to find alignment with yours.
- Practice your values stories and speak up.

## Aligning Values at Work: Stop, Start, Continue

Part of what helps us be authentic in the workplace is how closely our work aligns to our existing core values. Consider each of your 4 CORE values and what you are doing at work that does and/or does not support it. Consider what actions you can take to better align your work to each of these values. Remember, your core values are non-negotiable so look to elements of your work life that if shifted, will enable you to work in harmony with those values.

**STEP ONE:** List Your Core Values across each column

**STEP TWO:** Record your answers to the three questions for each value

	How is my current job or workplace supporting this value?	How is my current job or workplace not supporting this value?	What actions can I take to get better alignment to this value (at work or outside)?
Core Value 1:			
Core Value 2:			
Core Value 3:			
Core Value 4:			

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**What have you learned about how your work is aligned to your values? How can you maintain this?**

**What will you commit to doing differently? What can you do to fulfill your values outside of work if there's a gap?**

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## Progress Check-In

Reflect on your progress since your peer coaching session...

Based on my previous commitments, I completed or made progress on...	
What I'm most proud of:	What I've learned from my actions:
Things I need to do next to make progress against my goals:	What I want to get out of this session:

### My Commitments

Before the next session, I will:

Activity	Initiated	Completed
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>

## PLAYBOOK: VALUES SESSION

**Session Length: 70 – 90 minutes**

***5 minutes***

- Leader welcomes group.

***10 minutes***

- Group provides updates on one success and one learning since the last meeting.

***45-60 minutes***

- Where are your values currently aligned with the work you're doing?
- Where are you feeling a values "rub" or disconnect?
- What can you do to create more alignment between your work and your values?
- How might you use this exercise with your team?

***10 minutes***

- Discuss next session pre-work.
- Each person shares one key commitment to be completed by next session.

***5 minutes***

- Wrap up.