



(from Chapter 6: *The Mentally Strong Leader*)

The Values Vault (a values identification tool)

Values are those little things we do every day that exemplify who we are. The daily little impressions that add up to a huge permanent impression. Our most closely held and guarded, non-negotiable, behaviors that come from a place locked deep within (like a vault).

Values are powerful for many reasons, including the fact that they help you turn guesses into good decisions. It's essential to be clear on your values and keep them in front of you in your professional and personal life - it's a hallmark of mental strength. As such, follow these steps.

STEP 1: The Foundation. There's a reason why less than half of all adults can readily list their values – it's not like they automatically spring to mind for everyone. It requires laying a foundation to start, to get in the right mindset. Answer the 4 prompts that follow to get you warmed up:

1. Think of a peak experience or meaningful moment in your life. What was happening? What values were you honoring at the time? (write your answer below)

2. Think of when you were the happiest, most proud, or most fulfilled in your life. What was happening during those times? What factors were contributing to your happiness, pride, or fulfillment? (write your answer below)

3. Think of a time when you were particularly upset or frustrated. What was happening? What values were being suppressed or violated? (write your answer below)

4. Think of someone you love or admire. What values do they embody? (write your answer below)

5. If you had to write your epitaph (what's written on your headstone), what would you like it say about you? About how you chose to live your life?

STEP 2: Inspiration. Below are a set of common values, intended to help stimulate what yours might be. Circle any word that stands out as being extra important to you. Don't overthink it – just react.

Acceptance	Cooperation	Fearlessness
Accountability	Correctness	Fitness
Accuracy	Courtesy	Focus
Achievement	Creativity	Fortitude
Adaptability	Credibility	Freedom
Adventurousness	Curiosity	Friendship
Assertiveness	Decisiveness	Fun
Attentiveness	Dedication	Generosity
Awareness	Dependability	Goodness
Balance	Determination	Grace
Being the best	Devotion	Gratitude
Belonging	Dignity	Greatness
Boldness	Diligence	Growth
Bravery	Discipline	Happiness
Calmness	Discovery	Hard Work
Candor	Discretion	Harmony
Capable	Diversity	Health
Carefulness	Drive	Helping Society
Certainty	Effectiveness	Honesty
Challenge	Efficiency	Honor
Charity	Empathy	Hope
Cheerfulness	Empowerment	Humility
Clarity	Endurance	Humor
Comfort	Energy	Hustle
Commitment	Enjoyment	Imagination
Common sense	Enthusiasm	Improvement
Communication	Ethical	Independence
Community	Equality	Individuality
Compassion	Excellence	Ingenuity
Competence	Excitement	Innovation
Competitiveness	Experience	Inquisitiveness
Confidence	Experimentation	Insightfulness
Consistency	Expertise	Inspiring
Contentment	Exploration	Integrity
Continuous Improvement	Expressiveness	Intelligence
Contribution	Fairness	Intensity
Control	Faith	Joy
Conviction	Family	Justice

Kindness	Respect	Vision
Knowledge	Responsibility	Vitality
Lawfulness	Restraint	Wealth
Leadership	Results-oriented	Winning
Learning	Rigor	Wisdom
Legacy	Risk-taking	Wonder
Liberty	Security	Other:
Logic	Self-actualization	
Love	Self-control	
Loyalty	Selflessness	
Making a difference	Self-reliance	
Mastery	Sensitivity	
Meaning	Serenity	
Merit	Service	
Motivation	Sharing	
Nature	Simplicity	
Obedience	Significance	
Openness	Silence	
Optimism	Sincerity	
Order	Skillfulness	
Organization	Smart	
Originality	Solitude	
Passion	Speed	
Patience	Spirituality	
Patriotism	Spontaneity	
Peace	Stability	
Perfection	Status	
Performance	Strategic	
Persistence	Strength	
Playfulness	Structure	
Poise	Success	
Positivity	Support	
Potential	Surprise	
Power	Teamwork	
Practicality	Thankfulness	
Preparedness	Thoroughness	
Productivity	Thoughtfulness	
Professionalism	Tolerance	
Prosperity	Toughness	
Purpose	Tranquility	
Quality	Transparency	
Realistic	Trustworthiness	
Reason	Truth	
Recognition	Understanding	
Recreation	Uniqueness	
Reflective	Unity	
Relationships	Usefulness	
Reliability	Victory	
Resourcefulness	Vigor	

STEP 3: Look for central themes. With the first two steps in mind, write down any central themes below:

STEP 4: List your Top 5 values. Write them below. As a check, ask yourself, “Is this truly a core value of mine that I live by, or just one that *should be* a core value?”

STEP 5: Pick the Top 2 driving values in your life. To narrow down from the list of 5, consider these questions:

- What values are *essential* to your life?
- What values are primary drivers of your behavior/how you strive to behave?
- What values represent your *primary way of being*?
- What values are essential to supporting your inner-self
- What *must* you have in your life to experience fulfillment?

Now, write your top two driving values below.

CORE VALUE #1:

CORE VALUE #2:

STEP 6: Share your top 2 values with your team/the group. How will they show up at work?

(*Note: It’s powerful when you share values with one another. You learn things about people you would have never known. It creates bonds *with* and deeper understanding *of* one another. Knowing your teammates values informs you on how best to interact with them.)