

Values Sort

Introduction

What is it?

Exploring our individual and collective values - what they are, what they mean to us, and how they might guide our decision-making, can also help us to recognize the spectrum of values that individuals hold and why each of us believe and respond to situations as we do. It also helps us to understand that humans can hold values that are different from each other and still be equally thoughtful and caring in the way they navigate decisions and take action. It's also important to understand why people hold different values. While they may seem to value the same thing, there are often various reasons or experiences that brought each individual to their value system.



Why use it?

Our values can affect every aspect of our lives. When we are true to our values we may feel more connected to our work and our relationships. If we are feeling uncomfortable with an interaction we've had, a choice we've made, or an action we've taken, it's possible that particular experience did not align with our values. Pausing and reflecting on a regular basis can help us to recognize and understand how our values are influencing our lives.

Here is a simple activity to begin to identify those values that are important to you and to your community.

What you need:



20-40 minutes

- The attached list of values
- A team of 3 people or more
- Pen and paper

Values Sort

Instructions

Step 1: Review the attached list of values

You might want to cut them out to make it easier to move them around and group them together. Is there something that's important to you that is not on the list? Write it down..

Step 2: Choose

Now, choose the top 20 values that resonate with you.

Step 3: Group your values

Once you have identified your top 20 values, begin to group the values in a way that makes sense to you. Are there values that seem similar or relate to each other? Are you beginning to notice themes in what you have identified?

Step 4: Pare them down

After reviewing the different groups try to pare your values down to your top 10.

Step 5: Identify your top 5

Now, let's go one step further and identify your top 5 values and put them in order of importance to you.

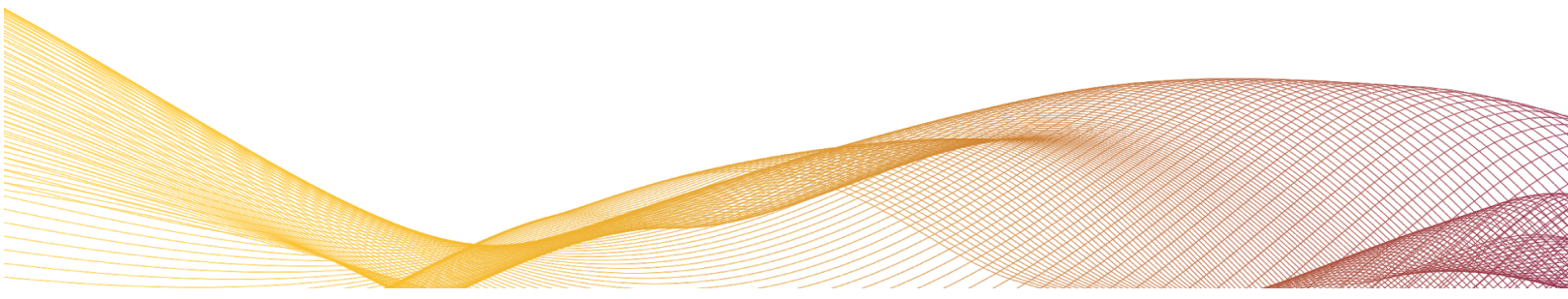
You might want to pause here to reflect about why you chose these top 5 values. Why are they important to you? Have they always been important to you? How do they show up in your personal life? In your professional life? How might you use these values to guide your decisions and your actions?

If you want to explore further, consider doing this activity with a partner or a team and engage in dialogue about your values. This is a great way to learn more about each other and to deepen

your understanding of why the people in your life think, feel, and act the way they do. Here are a few discussion prompts and questions you might want to explore together:

- With a partner, share your top 2 values with each other and discuss your reasons for choosing them. Do you have values in common? Are your reasons for holding these common values similar, or do you have different reasons or experiences that formed your values?
- With a partner or a small group, discuss how you model your values every day through your actions. How are they modeled through your inactions? Do they show up in your personal style? In your movements? In the way you interact with others? In the way you present yourself in meetings or in the classroom? How might identifying and acknowledging each other's values help you to strengthen your relationships or work collaboratively with others?
- During a team meeting, revisit your team or organization's mission and vision. Then as a group start your conversation with questions such as:
 - "Are we creating an environment where it is safe for us to live our values?"
 - "How are our individual values guiding us to contribute to the mission of our team or organization?"
 - "How might we use our understanding of each other's values to better support each other as a team and to work towards our common goals?"
- **Values in Common exercise.**
 - Have students work in groups to create a Venn diagram
 - Use Google Slides and show the overlap between two or three sets of cultural values which they feel are present in their educational environment.
 - *The cultural groups that hold these values in common might differ in the way they demonstrate or express them*
 - Select one of the values in this overlapping common area
 - Imagine some ways that this shared value could be expressed in their educational environment.

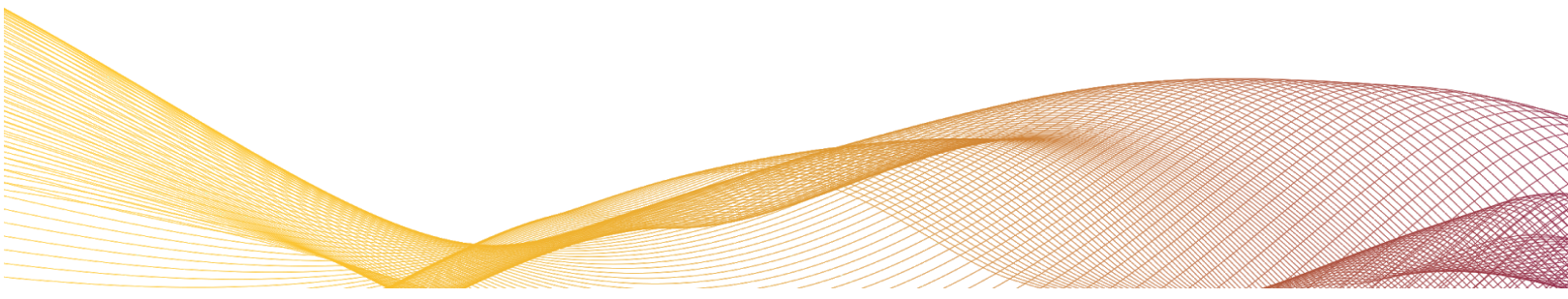
List of Values on following pages



List of Values

Acceptance	Accountability	Achievement
Adventure	Aesthetics	Ambition
Appreciation	Approachability	Assertiveness
Attentiveness	Awareness	Balance
Beauty	Bravery	Brilliance
Calmness	Carefulness	Change
Cheerfulness	Clarity	Collaboration
Compassion	Competence	Consistency
Contentment	Cooperation	Courage
Creativity	Curiosity	Daring
Decisiveness	Dependability	Diligence
Diversity	Empathy	Endurance
Enjoyment	Enthusiasm	Equity
Excellence	Exploration	Exuberance

Fairness	Family	Fierceness
Flexibility	Focus	Freedom
Friendliness	Generosity	Gratitude
Happiness	Harmony	Honesty
Humility	Ingenuity	Initiative
Imagination	Ingenuity	Initiative
Innovation	Inquisitiveness	Inspiration
Integrity	Intelligence	Intuitiveness
Joy	Justice	Kindness
Leadership	Logic	Love
Loyalty	Mindfulness	Modesty
Motivation	Neatness	Open Mindedness
Optimism	Order	Organization
Originality	Patience	Peace
Perfection	Perseverance	Persistence
Philanthropy	Playfulness	Power
Preparedness	Professionalism	Purpose
Rationality	Reason	Reflection



Reliability	Resilience	Respect
Responsibility	Responsiveness	Rigor
Security	Self-reliance	Serenity
Service	Stillness	Simplicity
Solidarity	Spirituality	Stability
Status	Strength	Success
Support	Teamwork	Thoroughness
Trustworthiness	Truth	Understanding
Uniqueness	Unity	Vision
Warmth	Wisdom	Wonder

[List of values](#) from “*Dare to Lead*” by Brene Brown

