

# Life Value Frames

Developing your moral compass



Whole People, Whole Leaders  
Seeing Things Whole

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# life value frames

## developing your moral compass

This workbook invites you into a process of discovering and articulating your personal values - core values that can serve as a moral compass for helping you to navigate complex challenges and decisions that inevitably face us in our life journeys.

### three tests

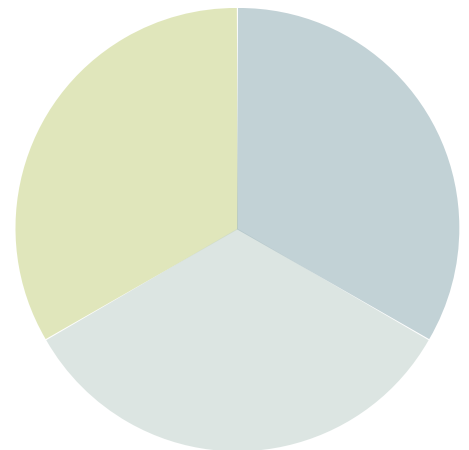
In order to serve as guiding principles around tough decisions, your core values will serve you best when they pass at least three tests:

- Personal: Your values should, first and foremost, be yours. They must reflect the uniqueness of who you are as an individual, reflecting your own life experience. Someone else's core values simply won't cut it when you're the one facing the important decisions.
- Relevant: Your values should equip you to navigate real life challenges. Abstract ideals are of little use if they can't provide guidance in your day-to-day life.
- Aspirational: your values should consistently invite you to be your best possible self as you face decisions. They should remind you of who you want to be, how you want to live, what you want to be remembered for.

### seeing things whole

Your values should also enable you to see things whole through successfully integrating three aspects of your life:

- Identity: the Identity dimension of your life has to do with your personal beliefs, your unique gifts and abilities and your connections to the most important people in your life (family, close friends) It asks the question: *Who do I want to be?*
- Purpose: the Purpose dimension of your life has to do with your relationship to the world around you, what you want to see happen in the world, and how you want to be a part of it. This dimension asks the question: *What do I want to do in the world around me?*
- Stewardship: the Stewardship dimension of your life has to do with how you relate to money and other resources and how you work with others around important decisions. Here the question is: *How do I want to make decisions and manage my resources?*



Each of these three dimensions is part of everyone's life and we frequently feel stretched by their competing demands around the most difficult decisions we face. Your core values should speak relevantly to each of these three dimensions and help you to navigate their competing legitimate interests around important decisions.

We'll come back to that later, though.

The journey begins with you and your life, the experiences and people that made you who you are. Working with the *Life Value Frames* worksheet on the following pages, you will be invited to recall people and experiences who powerfully shaped who you are and what you value.

# life value frames

## the early years \_\_\_\_\_ - \_\_\_\_\_

significant formative moments & events

people who have powerfully influenced me

### the early years

The first 3rd of your life.

#### First Pass

Call to mind memories of specific formative moments and events (1st column) and particular people who have powerfully influenced you (2nd column), using the space provided to make notes representing these people and events.

#### Second Pass

In the 3rd column, sift your memories of these significant people and events for learnings that you want to remember and somehow carry forward.

In the 4th column, take a moment to think about how these learnings might translate into guiding principles or values, using the space provided to write that down. As a support to your identifying values, a list of sample values has been provided to suggest possibilities. Note that this list is meant to be suggestive, not exhaustive.

the first 3rd of your life

the early years

# life value frames

## the early years

what did i learn that i want  
to carry forward about...

expressed  
as a value

possible values

**Sample Values**

- |               |              |
|---------------|--------------|
| acceptance    | integrity    |
| achievement   | intuition    |
| adventure     | justice      |
| ambition      | kindness     |
| authenticity  | leadership   |
| autonomy      | learning     |
| balance       | love         |
| beauty        | loyalty      |
| belonging     | nurture      |
| challenge     | order        |
| choice        | passion      |
| collaboration | peace        |
| commitment    | power        |
| community     | productivity |
| compassion    | recognition  |
| courage       | risk taking  |
| creativity    | routine      |
| curiosity     | security     |
| diversity     | service      |
| equality      | sharing      |
| excellence    | spirituality |
| fairness      | status       |
| freedom       | success      |
| friendship    | teaching     |
| health        | teamwork     |
| honesty       | tolerance    |
| humility      | tradition    |
| humor         | trust        |
| imagination   | variety      |
| independence  | wisdom       |

**Other Values**

_____	_____
_____	_____

# life value frames

## the middle years: \_\_\_\_\_ - \_\_\_\_\_

significant formative moments & events

people who have powerfully influenced me

### the middle years

On to the middle 3rd of your life.

#### First Pass

As before, call to mind memories of specific formative moments and events (1st column) and particular people who have powerfully influenced you (2nd column), using the space provided to make notes representing these people and events.

#### Second Pass

In the 3rd column, sift your memories of these significant people and events for learnings that you want to remember and somehow carry forward.

In the 4th column, take a moment to think about how these learnings might translate into guiding principles or values, using the space provided to write that down. As a support to your identifying values, a list of sample values has been provided to suggest possibilities. Note that this list is meant to be suggestive, not exhaustive.

the middle 3rd of your life

the middle years

# life value frames the middle years

what did i learn that i want  
to carry forward about...

expressed  
as a value

possible values

**Sample Values**

- |               |              |
|---------------|--------------|
| acceptance    | integrity    |
| achievement   | intuition    |
| adventure     | justice      |
| ambition      | kindness     |
| authenticity  | leadership   |
| autonomy      | learning     |
| balance       | love         |
| beauty        | loyalty      |
| belonging     | nurture      |
| challenge     | order        |
| choice        | passion      |
| collaboration | peace        |
| commitment    | power        |
| community     | productivity |
| compassion    | recognition  |
| courage       | risk taking  |
| creativity    | routine      |
| curiosity     | security     |
| diversity     | service      |
| equality      | sharing      |
| excellence    | spirituality |
| fairness      | status       |
| freedom       | success      |
| friendship    | teaching     |
| health        | teamwork     |
| honesty       | tolerance    |
| humility      | tradition    |
| humor         | trust        |
| imagination   | variety      |
| independence  | wisdom       |

**Other Values**

_____	_____
_____	_____

# life value frames

the recent years: years \_\_\_\_\_ - \_\_\_\_\_

significant formative moments & events

people who have powerfully influenced me

**the recent years**

On to the most recent 3rd of your life.

**First Pass**

As before, call to mind memories of specific formative moments and events (1st column) and particular people who have powerfully influenced you (2nd column), using the space provided to make notes representing these people and events.

**Second Pass**

In the 3rd column, sift your memories of these significant people and events for learnings that you want to remember and somehow carry forward.

In the 4th column, take a moment to think about how these learnings might translate into guiding principles or values, using the space provided to write that down. As a support to your identifying values, a list of sample values has been provided to suggest possibilities. Note that this list is meant to be suggestive, not exhaustive.

the last 3rd of your life

the recent years

# life value frames the recent years

what did i learn that i want  
to carry forward about...

expressed  
as a value

possible values

## Sample Values

acceptance	integrity
achievement	intuition
adventure	justice
ambition	kindness
authenticity	leadership
autonomy	learning
balance	love
beauty	loyalty
belonging	nurture
challenge	order
choice	passion
collaboration	peace
commitment	power
community	productivity
compassion	recognition
courage	risk taking
creativity	routine
curiosity	security
diversity	service
equality	sharing
excellence	spirituality
fairness	status
freedom	success
friendship	teaching
health	teamwork
honesty	tolerance
humility	tradition
humor	trust
imagination	variety
independence	wisdom

## Other Values

_____	_____
_____	_____

# sorting my core values

***On these two pages, you will be invited to bring forward the values you identified earlier in this workbook, and to select 3 or 4 of these values as core values. You will also be invited to explore how these same 3 or 4 values speak to three dimensions that are part of your day-to-day life.***

## **Step 1.**

To begin this process, in the column to the right record values you identified on pages 5, 7 and 9, recording as many as 12 of these values in the spaces provided.

## **Step 2.**

Next, from this list of no more than 12 values, select 3 or 4 values that feel so central to your sense of who you want to be in the world, that you are drawn to “try them on” as your core values. Write these 4 values in the spaces provided at the bottom of that same column.

## **Step 3.**

Now take those 4 core values you just selected and rewrite them into the spaces provided the in lefthand column on page 11.

## **Step 4.**

At this point, you are invited to explore how each of your core values speaks to three dimensions of your life - the dimensions of *Identity*, *Purpose* and *Stewardship*. The assumption is that your core values should be relevant to each of these three dimensions of your life. Take a moment to revisit the brief descriptions of these three dimensions provided on page 3.

Then, using the questions at the top of each column as a prompt, make note of how each of your 4 core values relates to these three aspects of your life.

## Values

Values identified on pages 5, 7 and 9

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

6. \_\_\_\_\_

7. \_\_\_\_\_

8. \_\_\_\_\_

9. \_\_\_\_\_

10. \_\_\_\_\_

11. \_\_\_\_\_

12. \_\_\_\_\_

## My Core Values

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

# sorting my core values

**Core Value**

**Identity**

how might this value  
inform who I want to  
be?

**Purpose**

how might this core  
value inform what I want  
to do in the world  
around me?

**Stewardship**

how might this value  
inform how I want to  
make decisions about  
my financial resources?

The form consists of four rows of four overlapping, arrow-shaped boxes. Each row represents a different core value. The boxes are arranged in a staggered, overlapping fashion, with each box pointing to the right. The colors of the boxes are light purple, olive green, blue-grey, and light teal, corresponding to the four categories defined in the header: Core Value, Identity, Purpose, and Stewardship.

# putting my core values to work

Nice work on your initial pass at developing this initial set of personal core values. By making your values explicit in this way, you have created a framework that you can now begin to experiment with - a moral compass that you can use to help orient you around the challenging and complex decisions that face you in your day-to-day life and work. Without doing this - putting your values to work in your daily life - they will quickly lose their relevance.

Here's one approach to intentionally using your values to gain perspective on an issue or challenge facing you:

## Step 1.

To begin this process, use the diagram on page 13 to lay out your core values as a moral compass. In the outer edge of each of the three dimensions - *Identity*, *Purpose* and *Stewardship* - there are spaces provided for recording your 3 or 4 core values. Write them into the spaces provided, with each of your core values appearing three times in the outer band of this diagram, once in each dimension.

## Step 2.

Next, take a moment to identify an issue facing you, a challenge that requires a decision or response from you. This challenge can come from any area of your life - family, work, community. Represent that challenge with a few words in the center circle of the diagram.

## Step 3.

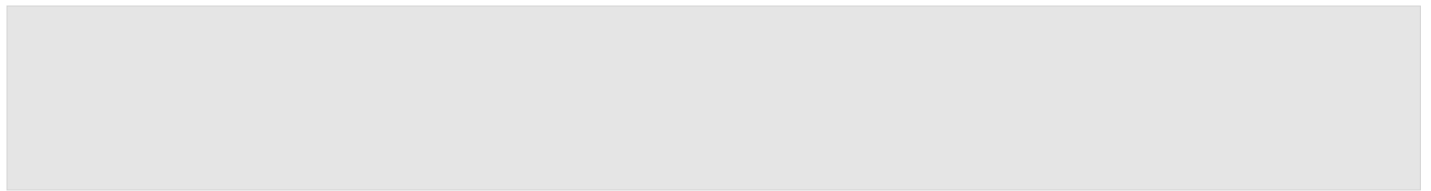
Are there any values that seem especially relevant to the issue you've identified? If so, circle them on your diagram.

## Step 4.

The most difficult choices we make are ethical dilemmas, where legitimate values are in tension with one another. In thinking about the issue you are exploring, are there particular values that appear to be in tension around this issue? If so, draw a line  $\longleftrightarrow$  connecting those values.

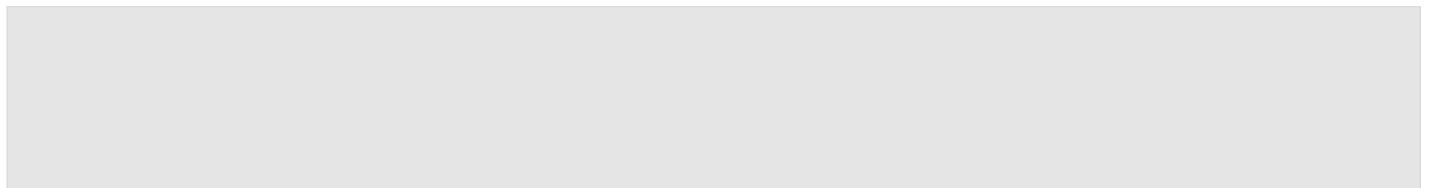
## Step 5.

Take one last pass, this time to identify any of your core values that, when you think about the issue you're exploring, seem to be potentially at risk of being compromised? Which... and how? Make note of that here.



## Step 6.

In light of your exploration, do you have any initial insights about how to respond to this challenge in ways that feel right to you (consistent with your core values)? Note any insights you have in the space below.



# putting my core values to work





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