



PERSONAL AND PROFESSIONAL VALUES SORT

*Excerpted from the Leadership Action Plan for Psychological Safety (LAPPS)

Psychological Safety hinges upon our ability to bring our whole, authentic selves to work, without fear of repercussion. Since psychological safety starts with the culture you create and maintain on your team, your own psychological safety is key!

So, who are you? What does it look and feel like when you bring your whole, authentic self to work?

Reflecting on your personal and professional values—and where they do and do not overlap—can yield great insight into who you are as a leader. It can also help to promote curiosity in you regarding the values that drive your team.

This exercise is no small task! In fact, it is not meant to be conducted one time; instead, reflecting on our values is a daily, lifelong practice in which the most inspiring, effective, and humble leaders regularly engage.

As such, follow the steps below to identify the core values that have led you to the mind, heart, and soul space in which you operate and live today. Doing so will help you make intentional choices about the mind, heart, and soul space in which you lead tomorrow.

Below are several, cross-cultural values that are commonly identified as central to our being. These options are not comprehensive, so feel free to add your own if you notice something important is missing for you!

Table containing a list of 100+ values such as Authenticity, Achievement, Adventure, Authority, Autonomy, Balance, Beauty, Boldness, Caring, Compassion, Challenge, Citizenship, Comfort, Commitment, Community, Competency, Contribution, Cooperation, Courtesy, Creativity, Curiosity, Dependability, Determination, Duty, Ecology, Education, Excellence, Excitement, Fairness, Faith, Fame, Family, Fitness, Flexibility, Freedom, Friendships, Fun, Generosity, Genuineness, God's Will, Gratitude, Growth, Happiness, Harmony, Health, Honesty, Hope, Humility, Humor, Independence, Industry, Influence, Integrity, Intimacy, Justice, Kindness, Knowledge, Leadership, Learning, Leisure, Love, Loyalty, Mastery, Meaningful Work, Mental Health & Wellness, Mindfulness, Moderation, Monogamy, Non-Conformity, Nurturance, Openness, Optimism, Order, Passion, Peace, Pleasure, Poise, Popularity, Power, Purpose, Rationality, Realism, Recognition, Religion, Reputation, Respect, Responsibility, Risk, Safety, Security, Self-Acceptance, Self-Control, Self-Knowledge, Self-Respect, Service, Sexuality, Simplicity, Solitude, Spirituality, Stability, Success, Status, Tolerance, Tradition, Trustworthiness, Virtue, Wealth, Wisdom, World Peace.



PERSONAL: First, with a colored pencil or pen OR with a highlighter tool if completing this exercise electronically, circle/highlight the TEN values from the bank above that resonate most with you on a **personal level**. Think about who you are and how you live in terms of your upbringing, your personal relationships, your cultural background, etc. It may be difficult to narrow things down, but do your best to circle/highlight only TEN.

PROFESSIONAL: Now, with a *different-colored pencil or pen*, OR with a *different-colored highlighter tool*, circle/highlight the TEN values from the bank above that resonate most with you on a **professional level**. Think about who you are and how you operate in the workplace, how you interact with your colleagues, your direct reports, your supervisors, etc. Again, it may be difficult to narrow things down, but do your best to circle/highlight only TEN.

OVERLAP: Identify any values that were present across Value Sort exercises (i.e., any values circled in TWO colors). *Tip: For electronic completion, you might consider using three different colors: one for personal (i.e., blue), one for professional (i.e., red), and one for BOTH (i.e., purple).*

How does your commitment to these overlapping values play out in your professional world?

Example: Humility is a value I chose for both personal and professional domains. I strive to model humility in my interactions with my direct reports by acknowledging my mistakes in a matter-of-fact, but not overly-apologetic, manner.



Which of your personal values appear to be missing from your professional world?

Example: I selected "humor" as a personal, but not professional, value.

How might you incorporate more of these personal values into your professional world in a manner that brings authenticity to your work as a leader?

Example: I could bring more humor into my relationships with my team members. Laughter is important to me and I think it would positively impact a culture of inclusivity by promoting a more friendly, familial vibe.



Describe three ways you can commit to incorporating your overlapping personal/professional values into your work starting TODAY:

1.
2.
3.