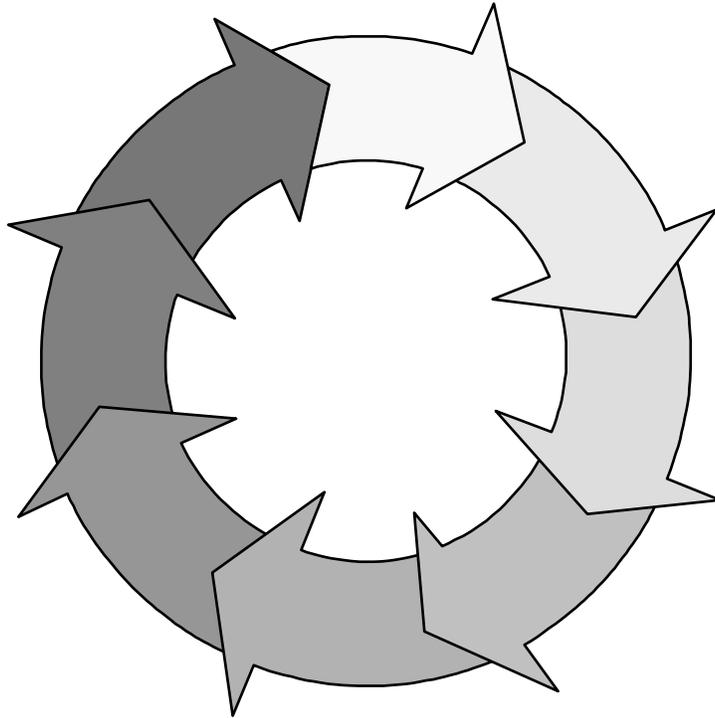


Personal Values Sorting Exercise



*Discovering Personal Values That Drive Behavior and
Contribute to a Sense of Satisfaction and Fulfillment*

Instructions for Personal Values Sorting Exercise

Most people acknowledge some similar foundational values such as faith, God, family, marriage, and children, as well as similar basic needs such as acceptance, significance, and belonging. Every person values some things more than others and that contributes to their individuality. These personal values drive behavior and contribute to a sense of satisfaction and fulfillment. They also affect how our foundational values are lived out and expressed. The following personal values differ among individuals in varying degrees.

Values Defined

1. An enduring belief that a specific mode of conduct or end-state of existence is preferable over others.
2. A principle, standard or quality considered worthwhile or desirable.
3. Values usually drive behavior and are directly related to job satisfaction and fulfillment.
4. We value some things more than others and these priorities affect our choices (Hebrews 11:24-26).

Personal Values Selection

1. After printing and cutting apart the cards, read through and sort them into categories according to **Always Valued, Often Valued, Sometimes Valued, Seldom Valued**.
2. Go back over the values you sorted in the **Always Valued** category and select the top five. List these on the Values Summary Sheet.
3. Select your five lowest values from the **Seldom Valued** category and list these on the Values Summary Sheet.

Values Summary

The lists you have sorted represent the values that many people hold in life. These are important, and your sense of fulfillment in your life is usually related to these values.

Highest Values

- 1.
- 2.
- 3.
- 4.
- 5.

Lowest Values

- 1.
- 2.
- 3.
- 4.
- 5.

Questions to Consider:

1. For each of the values you prize the most, how much are you experiencing on your current role or ministry situation?
2. Which values are frustrated? Explain.
3. Have your values changed within three to five years? Explain.
4. What ministry or career implications do these values hold for you?
5. What are the things you are currently doing that fall in the category of your lowest values?

**ALWAYS
VALUED**

**OFTEN
VALUED**

**SOMETIMES
VALUED**

**SELDOM
VALUED**

ADVENTURE

Experiencing a high degree of excitement in the course of my life.

AESTHETICS

Studying or appreciating the beauty of things, ideas, etc.

AFFILIATION

Being part of a company, organization, or work team that accepts me as a team member.

ARTISTIC EXPRESSION

Engaging in creative work with aesthetic value.

CHALLENGING OPPORTUNITIES

Opportunities to stretch myself with new, unique, or difficult situations.

CHANGE AND VARIETY

Responsibilities and activities that frequently change in their content and/or setting.

COMPETITION

Engaging in activities that pit my abilities against myself and others.

CREATIVITY

Innovate, invent, and imagine new things or ideas resulting in originality.

DECISION MAKING

Power to decide courses of action, policies, etc.

EXERCISE COMPETENCE

The opportunity to work in those areas in which I feel I have talents and can excel.

FAST PACE

Living life rapidly with a lot of activity.

FINANCIAL FREEDOM

Possessing the means that allow me to experience those things I consider essential and the luxuries of life.

FRIENDSHIPS

Developing close personal relationships with people as a result of where I live, work and play.

HEALTH AND FITNESS

An active lifestyle that allows time to maintain good exercise and diet discipline.

HELPING OTHERS

Providing services, assistance or support to others in a direct or behind the scenes way, either individually or in small groups.

INDEPENDENCE

Determining the nature of what I do; setting my own direction.

INFLUENCE PEOPLE

Changing attitudes or modifying opinions that impact actions.

JOB SECURITY

Being assured of keeping my job and enjoying a reasonable financial reward.

KNOWLEDGE

Spending time in pursuit of knowledge, truth and understanding.

LEADERSHIP

Opportunity to lead others through direction, influence and motivation.

LEISURE

Having enough time for personal interests and pursuits.

LOCATION

Living in a geographical area which suits my lifestyle.

MENTAL STIMULATION

Work which requires that I constantly use my mind and continue to develop my intellect.

PEACE AND HARMONY

Freedom from conflict.

PEOPLE CONTACT

Having a lot of day-to-day interaction with people.

POWER AND AUTHORITY

Ability to influence activities and rewards for others.

PRECISION WORK

Involvement in situations that require a high level of accuracy.

PRESSURE

Situations where time pressure is prevalent and productive.

PROBLEM SOLVING

Motivated by bringing resolution to difficult issues or situations.

RECOGNITION

Rewards or public acknowledgment for the quality of my contribution.

RESPONSIBILITY

Chance to oversee projects and/or personnel.

SAFETY

Safe from danger, fear, or the unknown.

SOLITUDE

Time for reflection.

STABILITY

A life routine that is predictable and unchanging.

STATUS

A position that others respect and value.

STRUCTURE

A framework that provides boundaries and organization.

TIME FREEDOM

Having responsibilities that I can pursue according to my own schedule.

WORK ALONE

Doing projects by myself, without any significant amount of contact with others.

WORK ON THE FRONTIERS OF KNOWLEDGE

Working in one of the physical sciences or human research or working in a company that is technically excellent and striving for product advances.

WORK WITH OTHERS

Having close working relationships with a group; work as a team toward goals.