

My values: Authentic and aspirational

This resource is for individuals who want to gain more awareness of their values and who also want to distinguish between their authentic and aspirational values.



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My Values

The purpose of this activity is to identify your top 5 values and determine which ones are core values.

Values have been defined as “the principles that give our lives meaning and allow us to persevere through adversity” (Markway & Ampel, p.44, 2018).

Step 1: Identify your top 15 values.

- Go to the list of values: <https://daretolead.brenebrown.com/wp-content/uploads/2019/02/Values.pdf>
- Put a **check mark**  next to your top 15 values. If your values are not listed, add them to the list.

Step 2: Identify your top 5 values.

Now that you've identified your top 15, review your selections and **circle** your top 5. If that's too big a leap, go from 15 to 10 and then circle your top 5. Record your top 5 values below or elsewhere.

Note: The ones that don't make the cut still count, so don't get too caught up in the process of narrowing them down (and, remember that 5 is just an arbitrary number).



Step 3: Identify your authentic (aka “core”) values.

Review your list of circled values. There could be between 5-10 of these at this point. For each of your circled values, determine whether it is an **authentic** (sometimes referred to as “core”) value. An authentic value **motivates your actual behaviour**; authentic values are often contrasted with **aspirational** values, which capture what **you wish could be**. Put a capital "A" beside the authentic values in your circled list.

Step 4: Define your values

Once you have identified your top 5, ask yourself “What does this value mean to me?” Write the specific meaning or jot down a few key words or phrases that you associate with the value.

Step 5: Record your responses.

Record your top 5 values below and/or write them somewhere you will revisit them regularly.

My Values

MY TOP 5 VALUES (AUTHENTIC = A)

WHAT THIS VALUE MEANS TO ME



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References

Brown, B. (2018). Dare to lead: Brave work. Tough conversations. Whole Hearts. Random House.

Markway, B., & Ampel, C. (2018). The self confidence workbook: A guide to overcoming self-doubt and improving self-esteem. Althea Press.