



Forum for
Theological
Exploration



Values Exercise

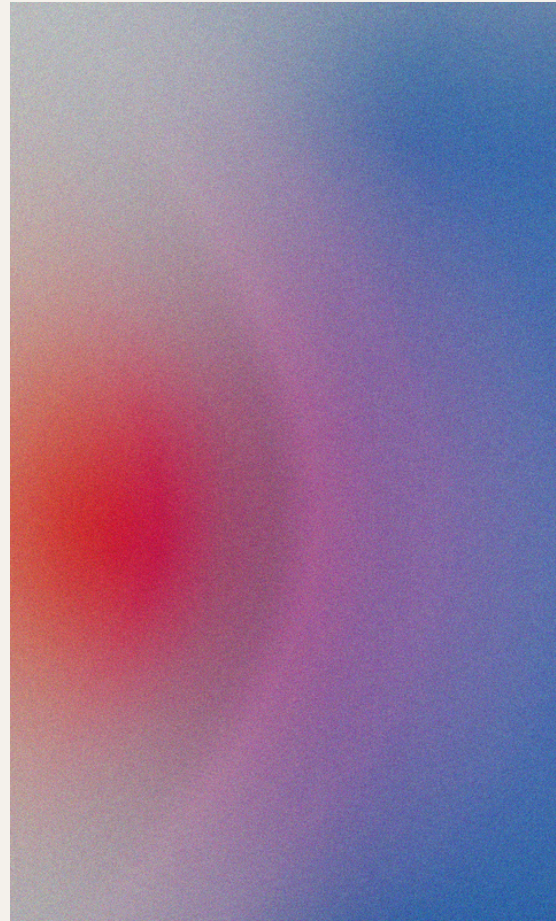
United Campus Ministry - University of Arkansas
Carol Essen, Campus Minister

Part of the UKIRK Launch Series

INVITING STUDENTS TO DISCOVER WHO THEY ARE,
WHO GOD IS,
THE GIFTS GOD HAS GIVEN THEM,
AND HOW THEY ARE CALLED TO SERVE AND LEAD

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- Program Overview and Instructions
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- Values Exercise Handout
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VALUES EXERCISE INTRO:

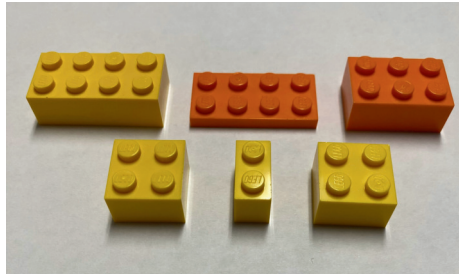
The purpose of this exercise is to help individuals explore their values in a group setting and then to apply their values to their everyday decision making processes. This process is structured for the discovery of individual values but could be easily modified for a group to discover or establish it's common or core values.

MATERIALS NEEDED:

For each participant (plus 1 set of everything for the leader):

Lego

- A zip top bag of 20 varied pieces. These can be similar but don't have to be the same.
- A zip top bag of 6 pieces that match the picture below for each participant. These need to be the same.



Values Word Bank handout

Values Exercise Worksheet

Using Values as a Decision Tool handout

Highlighter

Pen

1 blank sheet of paper

SET UP:

At each seat place one piece of blank paper, a pen, a highlighter, the Values Word Bank (face down), and both bags of Lego.

Reserve the remaining materials for later steps.

INSTRUCTIONS:

Invitation to Practice

This can look like whatever you'd like it to look like. A basic outline might be inviting those around the table to introduce themselves to each other and then inviting them into the activity. Then briefly introducing the idea of values. Values are what we hold to be deeply important – so much so that whether we realize it or not they shape our decisions. And when we act against them, we feel cognitive dissonance or conflict.

STEP 1: [hold up Lego bag with 6 specific] **Please build a duck using these six Lego pieces. You have 2 minutes.**

INSTRUCTIONS CONTINUED:

STEP 2: [Ask each participant to share.] **Please tell us about your duck. Specifically, what makes it a duck.**

STEP 3: [Set whatever time frame works for you, but is probably not more than 10 minutes. Hold up values sheet.] **On this sheet there are a few more than 200 words. Please take the next __ minutes and highlight the words that really speak to you. Just highlight the ones that speak to you, don't think about it too much. Focus on your first impressions of what resonates with you. You will have a chance to drill down into this later.**

STEP 4: [Pass out the Values Exercise Worksheet.] **For the next step, read back through the words you circled and sort them into 3-5 categories. You may end up identifying more than 5 categories. If you want to use your extra blank paper to start your sorting and categorizing that works. When you are finished choose the top 3 to five and record the values words in the boxes at the top of the sheet. Again, don't over think it. You have __ minutes for this step.**

STEP 5: **Now take 3 minutes and assign names for those categories. Record the labels in the smaller boxes below.**

STEP 6: **The categories that you identified and the top 3-5 that you chose are what we are going to call your values from this point on. They should represent things that you hold as deeply important. If this isn't true, you'll want to sort through your categories to find the ones that are most important to you. Please choose one of those categories as an example you don't mind discussing. [Hold up the 2nd bag of Lego.] Please build a representation of the value you chose with the Lego provided. You have __ minutes.**

STEP 7: **Please tell us about what value you built and why.**

STEP 8: [Hand out the decision matrix sheet.] **In the previous steps you have identified 3-5 values that are important to you. You can use these values as a filter for making decisions.** Values consideration and clarification is a very helpful tool in decision making and discernment. **When we run our potential decisions through the filter of our values, it is often clear the path we should take.** [This works on a personal or organizational level.] Additionally, you can then combine your values with your personal [or organizational] mission statement to further filter for decisions that fit.

Debrief

STEP 9: [Use these questions or supply your own.] Please say a little bit about what bubbled up for you during this exercise. Did you find choosing the words to be easy or challenging? Did you feel like any obstacles came up as you worked to categorize the highlighted words? What are some decisions that you feel might benefit using your values as a filter? How do you think you refine and use values identification going forward?

WORD BANK

Acceptance	Compassion	Imagination	Simplicity	Drive	Love	Surprise
Accomplishment	Competence	Improvement	Sincerity	Effectiveness	Loyalty	Sustainability
Accountability	Exploration	Independence	Skill	Efficiency	Mastery	Talent
Accuracy	Expressive	Individuality	Skillfulness	Empathy	Maturity	Teamwork
Achievement	Fairness	Present	Smart	Empower	Meaning	Temperance
Adaptability	Family	Productivity	Solitude	Endurance	Moderation	Thankful
Alertness	Famous	Professionalism	Concentration	Energy	Motivation	Thorough
Altruism	Fearless	Prosperity	Confidence	Enjoyment	Openness	Thoughtful
Ambition	Feelings	Purpose	Connection	Enthusiasm	Optimism	Timeliness
Amusement	Ferocious	Quality	Consciousness	Equality	Order	Tolerance
Assertiveness	Fidelity	Realistic	Consistency	Ethical	Organization	Toughness
Attentive	Focus	Reason	Contentment	Excellence	Originality	Traditional
Awareness	Foresight	Recognition	Contribution	Experience	Passion	Tranquility
Balance	Fortitude	Recreation	Control	Giving	Patience	Transparency
Boldness	Freedom	Reflective	Conviction	Innovation	Peace	Trust
Bravery	Friendship	Respect	Cooperation	Inquisitive	Performance	Trustworthy
Brilliance	Fun	Responsibility	Courage	Insightful	Persistence	Truth
Calm	Generosity	Restraint	Courtesy	Inspiring	Persistence	Understanding
Candor	Genius	Results-oriented	Creation	Integrity	Playfulness	Uniqueness
Capable	Goodness	Reverence	Creativity	Intelligence	Poise	Unity
Careful	Grace	Rigor	Credibility	Intensity	Potential	Valor
Certainty	Gratitude	Risk	Curiosity	Intuitive	Power	Victory
Challenge	Greatness	Satisfaction	Decisive	Irreverent	Spirit	Vigor
Charity	Growth	Security	Decisiveness	Joy	Spirituality	Vision
Cleanliness	Happiness	Self-reliance	Dedication	Justice	Spontaneous	Vitality
Clear	Hard work	Selfless	Dependability	Kindness	Stability	Wealth
Clever	Harmony	Sensitivity	Determination	Knowledge	Status	Welcoming
Comfort	Health	Serenity	Development	Lawful	Stewardship	Winning
Commitment	Honesty	Service	Devotion	Leadership	Strength	Wisdom
Common sense	Honor	Sharing	Dignity	Learning	Structure	Wonder
Communication	Hope	Significance	Discipline	Liberty	Success	
Community	Humility	Silence	Discovery	Logic	Support	

VALUES EXERCISE

Categorize all similar words together from the list you just created. Group them in a way that makes sense to you, personally. Create a maximum of five groupings. If you have more than five groupings, drop those least important.

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Choose one word within each grouping that best represents the label for the entire group. Again, do not overthink your labels. There are no right or wrong answers. You are recording the answer that is right for you.

Consider the following questions to refine and rank your values categories created above:

- About which of the groupings to I get most excited?
- Which of these areas gets the most time, attention and energy?
- Of the categories listed, where do I invest my money?
- What do I talk about?
- Of the groupings, what do I measure and track already ? (which are related to my goals?)
- Which of the groupings am I willing to "fight" for?
- Which grouping aligns with my deepest convictions?
- Which grouping fosters in me a sense of urgency?
- Is there a grouping that I resist? And if so, why?
- Is there a grouping that if I neglected it would cause a crisis for my life?

Using the category labels, rank the categories below from most important to least important.

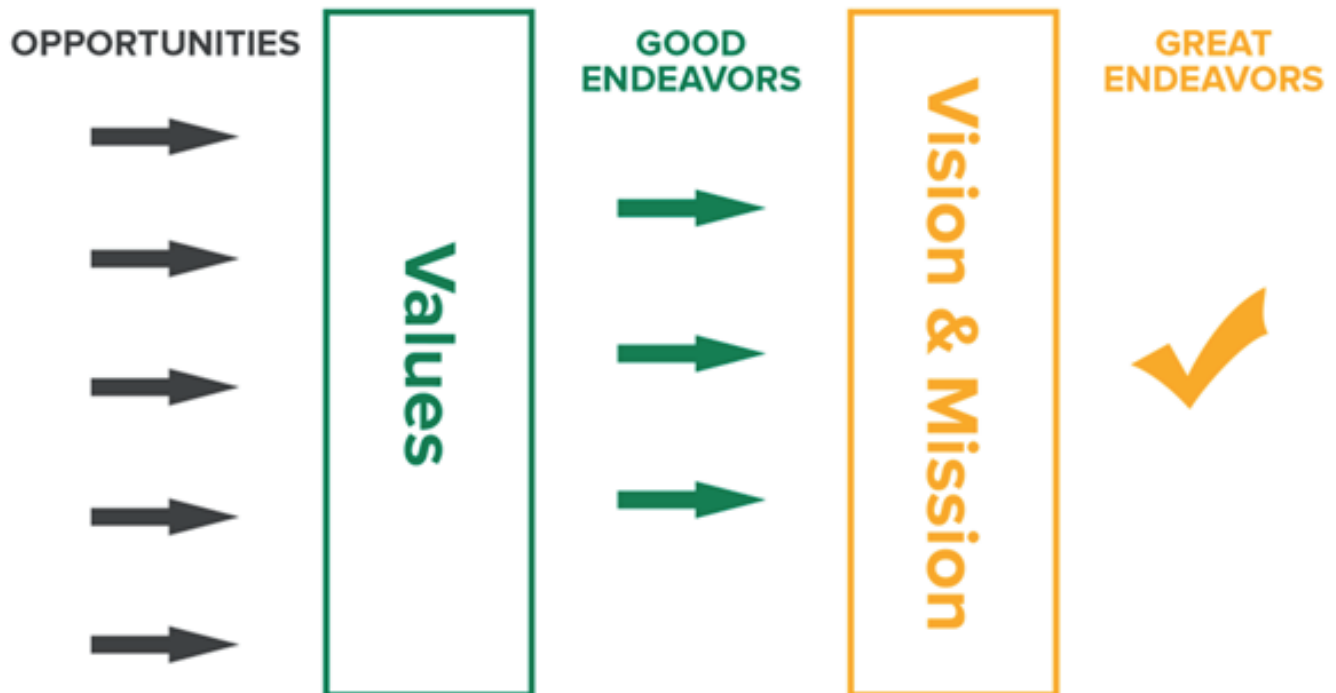
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The categories above represent the most important things to you. From here on out we'll refer to them as values.

Did the answers above surprise you?

USING VALUES AS A DECISION TOOL

Filtering Through Values, Vision, & Mission



"Good is the enemy of great."

Here are some example questions to help you think through using this matrix or filter.

1. Is this opportunity consistent with my values? Vision and mission?
2. What story do I want to tell with my life? Does this choice help or hurt that story? (Will I be ashamed of, or tempted to lie about this decision later?)
3. What would a great person (or leader) do in this situation (or with this opportunity)?
4. Would my best friend agree that this decision is consistent with my values and points me in the right direction?
5. Do I clearly understand the relational consequences of this decision? Are they positive?
6. In light of my past experiences, present situation, and future hopes and dreams, what is the wise thing to do?
7. What are the consequences of this decision in 10 minutes? 10 days? 10 months? 10 years?