11.1 Core Values Questionnaire

Purpose

1. To identify the core values most important to you
2. To reinforce core values and their role in ethical leadership

Directions

1. Review the values listed below. Use the blank lines at the bottom to add any values that are important to you that are not listed.
2. Put a star next to all the values that are important to you, including any you may have added. This will become your personal set of values.
3. Take 2 to 3 minutes to narrow the starred values to your top eight values by crossing off the values that are less important to you and circling the more important values.
4. Next, narrow the list to five important values, using the same process.
5. Narrow that list of five to three important values.
6. From these three values, choose your top two core values.

Core Values		
Peace	Authenticity	Love
Wealth	Power	Recognition
Happiness	Influence	Family
Success	Justice	Truth
Friendship	Integrity	Wisdom
Fame	Joy	Status
_____	_____	_____
_____	_____	_____

Source: Adapted from the "Self-Guided Core Values Assessment," Center for Ethical Leadership, www.ethicalleadership.org. Used with permission.

Scoring Interpretation

This exercise is designed to identify your core values. Ethical leadership includes knowing what your core values are and having the courage to integrate them with your actions, being mindful of the common good.

- Value words are packed with meaning. You likely went through a process of "bundling"—embedding one value in another and counting two or more values as one. This is a natural process. By narrowing your lists, you did not throw away any values; rather, you clarified what you mean by these words.

- Your two core values are easy to remember. Imagine putting them in your pocket when you leave home each day. These two values represent your larger set of values.

- Your core values can help you make difficult decisions as a leader. They can help you find common ground with others.