

Values and Intrinsic Motivators exercise

Values & Intrinsic Motivators Discussion

- 1. Schedule the Discussion:** Arrange a meeting specifically to explore values and motivators. Ensure all attendees understand the importance and purpose of the discussion.
- 2. Prepare the Materials:** Ahead of the meeting, provide participants with printed copies of Brené Brown's values document below.
- 3. Initial Selection of Values:**
 - Spend 2 minutes individually circling 12 values that resonate most.
 - Subsequently, take a focused minute to narrow down the choices and circle the top 3 values.
 - **Note:** Encourage quick and instinctive selection; these choices should come naturally and represent core beliefs.
- 4. Sharing and Discussion:** Open the floor for a deeper dive into each person's values.
 - **Leader's Share:** Begin with the leader discussing their selected values. Address the following:
 - Meaning and significance of the chosen values.
 - Real-life examples of how these values manifest, both personally and professionally.
 - **Team Members' Share:** Invite team members to delve into their selected values, following the same structure as above.
- 5. Aligning Values with Goals:**
 - For each value, discuss potential personal goals. For instance, if "freedom" ranks high, explore what "freedom" looks like for the individual and identify ways to achieve more of it.
 - Discuss professional adaptations or goals that can be established to uphold and pursue these values further.
- 6. Supportive Action Plan:**
 - Collaborate on formulating strategies or changes that can be implemented to support team members in living out these values in their professional roles.
 - Establish concrete steps to ensure progress and periodic reviews of the goals.

Innovative and creative recruitment courses.



List of VALUES

Accountability	Ethics	Kindness	Self-respect
Achievement	Excellence	Knowledge	Serenity
Adaptability	Fairness	Leadership	Service
Adventure	Faith	Learning	Simplicity
Altruism	Family	Legacy	Spirituality
Ambition	Financial stability	Leisure	Sportsmanship
Authenticity	Forgiveness	Love	Stewardship
Balance	Freedom	Loyalty	Success
Beauty	Friendship	Making a difference	Teamwork
Being the best	Fun	Nature	Thrift
Belonging	Future generations	Openness	Time
Career	Generosity	Optimism	Tradition
Caring	Giving back	Order	Travel
Collaboration	Grace	Parenting	Trust
Commitment	Gratitude	Patience	Truth
Community	Growth	Patriotism	Understanding
Compassion	Harmony	Peace	Uniqueness
Competence	Health	Perseverance	Usefulness
Confidence	Home	Personal fulfillment	Vision
Connection	Honesty	Power	Vulnerability
Contentment	Hope	Pride	Wealth
Contribution	Humility	Recognition	Well-being
Cooperation	Humor	Reliability	Wholeheartedness
Courage	Inclusion	Resourcefulness	Wisdom
Creativity	Independence	Respect	
Curiosity	Initiative	Responsibility	Write your own:
Dignity	Integrity	Risk -taking	_____
Diversity	Intuition	Safety	_____
Environment	Job security	Security	_____
Efficiency	Joy	Self-discipline	_____
Equality	Justice	Self-expression	_____