

A COACHING GUIDE

Values Reflection

Living What Matters Most

Clarity · Conviction · Commitment

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“Your values are not just words on paper — they are the lived principles that illuminate your path and define how you show up in the world.”

DIANE
MITCHELL-MILLER



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Why Values Matter

You will make dozens of decisions today — what to say yes to, who to prioritize, when to push and when to let go. Most of those decisions won't be made consciously. They'll be made by something underneath your thinking, something you learned to trust before you had words for it: your values.

Fewer than half of adults can actually name theirs. Not because values are rare, but because naming them requires slowing down long enough to get honest — which is exactly what this guide is for.

Your values shape your decisions and define how you show up at work and at home. Knowing them clearly gives you a faster, steadier way to navigate pressure, competing priorities, and hard calls — instead of relying on instinct alone.

“Values answer the question: What matters most to you in life? They act as your internal compass — guiding decision-making, shaping your relationships, and helping you move toward what truly matters.”

STEP 1 Lay the Foundation

There's a reason fewer than half of all adults can readily list their values — they don't automatically spring to mind. It requires laying a foundation first, to get in the right mindset. Work through these prompts before you look at any list.

Warm-Up Questions

- Think of a peak experience or meaningful moment in your life — it probably energized you. What was happening? What values were you honoring at the time?
- Think of when you were happiest, most proud, or most fulfilled. What was happening during those times? What was contributing to that feeling?
- Think of a time you were particularly upset or frustrated. What was happening? What values were being suppressed or violated?
- Think of someone who has been a hero to you, or someone you admire. What values do they embody?
- Look around you — your home, your office, what you've framed or kept close. What's there, and what does it say about what you value?

Two more quick clues, what does your calendar actually show you make time for, and what do you spend money on? Both often reveal values you wouldn't have named outright.

STEP 2 Find Your Words

Below is a list of common values. Circle or mark any word that stands out as important to you. Do not overthink it — just react. Your first instinct is usually honest.

Acceptance	Dependability	Gratitude
Accomplishment	Determination	Growth
Accountability	Devotion	Honesty
Achievement	Dignity	Hope
Adaptability	Diligence	Humility
Adventurousness	Discipline	Impact
Altruism	Discovery	Independence
Ambition	Drive	Integrity
Authenticity	Effectiveness	Joy
Balance	Empathy	Justice
Beauty	Empowerment	Kindness
Belonging	Energy	Leadership
Boldness	Enjoyment	Legacy
Bravery	Enthusiasm	Liberty
Calmness	Equality	Love
Candor	Excellence	Loyalty
Challenge	Excitement	Making a difference
Charity	Expertise	Mastery
Clarity	Fairness	Meaning
Commitment	Faith	Openness
Compassion	Family	Presence
Competence	Fearlessness	Purpose
Confidence	Fidelity	Resilience
Connection	Focus	Respect
Contribution	Foresight	Responsibility
Conviction	Freedom	Security
Courage	Friendship	Service
Creativity	Generosity	Simplicity
Curiosity	Goodness	Trust
Dedication	Grace	Wisdom

Not seeing a word that fits? Add your own:

STEP 3 Group into Themes, Name Your Top 5

Take the words you circled above and sort them into 5 groups of similar meaning. Group together values that feel like they belong together — then give each group a name. That name is one of your Top 5 Core Values. **Quick Example:** if you circled Family and Friendship, those likely belong in the same group. You might name that group Connection.

1	2	3	4	5
GROUP NAME	GROUP NAME	GROUP NAME	GROUP NAME	GROUP NAME

As a check, ask yourself: Is this truly a core value I live by — or one I think I should have?

My Top 5 Core Values (the names you gave your groups):

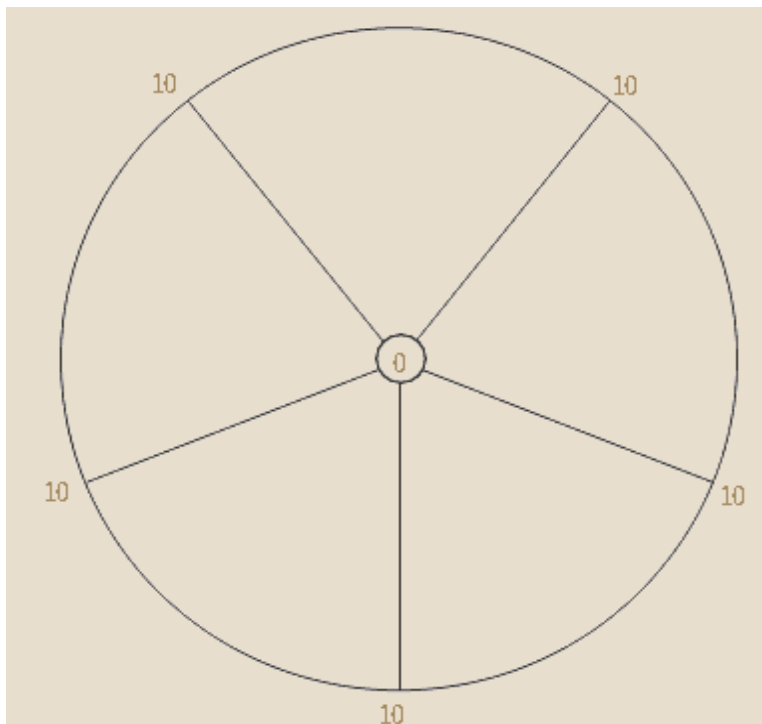
1. _____
2. _____
3. _____
4. _____
5. _____

STEP 4 The Values Wheel

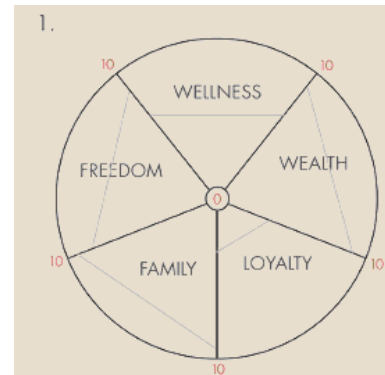
Rather than narrowing down to a single value just yet, this step keeps all 5 of your core values in view — and shows you where they're in balance, and where they're not.

Write each of your Top 5 Core Values into one section of the wheel below. Then, for each value, rate how well you are currently living that value on a scale from 0 (center) to 10 (outer edge) — mark a point along the line and connect the marks around the wheel. (See the example below.)

- If you are fully living the value to its fullest, rate it a 10.
- If you are living the value some of the time, it might be a 5.
- If your life feels largely out of alignment with this value, it will likely be below 5.



EXAMPLE



An uneven or bumpy wheel suggests your values aren't being lived out evenly — like a car, a bumpy wheel makes for an uncomfortable ride. A smoother, more even wheel makes it easier to move forward with a sense of alignment.

STEP 5 Reflection & Insights

Once you've completed your wheel, take a few minutes to reflect:

- What insights do you notice when you look at your Values Wheel?
- Where are you most consistently living out your values right now?
- Where do you notice misalignment or imbalance?
- What might you begin to do differently to better align your day-to-day life with your core values?

STEP 6 Values in Action

Naming a value is the easy part. This step turns each of your Top 5 Core Values into specific, observable behavior — what it actually looks like to live it. Here are two examples:

Value: Integrity

Integrity in Action:

- I practice what I preach.
- I do what I say I will do.

Value: Contribution**Contribution in Action:**

- I look for ways I can add value in my work and personal life.
- I do not hesitate to use my gifts and talents where they are needed.

Your Turn:

Write each of your Top 5 Core Values below, two ways you already live it, and one specific thing you'll do this week to live it more fully:

Value #1: _____

In Action:

- _____
- _____

This week, I will: _____

Value #2: _____

In Action:

- _____
- _____

This week, I will: _____

Value #3: _____

In Action:

- _____
- _____

This week, I will: _____

Value #4: _____

In Action:

- _____
- _____

This week, I will: _____

Value #5: _____

In Action:

- _____
- _____

This week, I will: _____