

Leading with Bill

Welcome to your *free* **Values-Based Leadership Assessment!** I'm confident you'll find value in this foundational resource and want to build on this even further.

If you're experiencing any of the following:

- Feel stuck in your work or in life
- Realize that you're 'drifting' through life and need to be more intentional
- Have hit a plateau in your career / life but you know you were meant for more
- Feel exhausted from the pace of work and life

You are in the right place and have already taken an incredible step!

About Bill

- Over 25 years of leadership and Human Resources (HR) experience
- Certified: Coach, Trainer, and Speaker in Maxwell Leadership and as Maxwell DISC Consultant
- HR certified: SPHR and SHRM-SCP
- Student of servant leadership
- Focused on growth and purpose driven
- Follower of Jesus, husband, a girl-dad to 2, and Pops to the next gen



VALUES-BASED LEADERSHIP ASSESSMENT

What are your values?

Have you thought of this before? Your values resonate deeply.

They are at your deepest core. You measure success by them, and they drive what kind of legacy you want to leave behind. Your values determine what you will sacrifice for.

Being clear on your values is a foundational pillar in your **Leadership Growth Plan**.

Review the list of values below and choose between 3 to 5 (max) values.

Excellence	Partnership	Security	Transformational
Adventure	Joy	Preparation	Abundance
Community	Sensitivity	Strategy	Spontaneity
Freedom	Integrity	Wealth	Victory
Beauty	Commitment	Independence	Support
Humor	Professionalism	Charity	Energy
Accomplishment	Sincerity	Purpose	Curiosity
Empowerment	Compassion	Fairness	Communication
Growth	Service	Political	Love
Creativity	Patience	Fun	Family
Achievement	Control	Affection	Expression
Education	Courage	Perfection	Health
Romance	Risk	Truth	Fitness

* Refer to definitions for further clarity on these Values.

* The list above is taken from the book "Let Go of the Guilt: Stop beating yourself up and take back your joy" by Valorie Burton.

Let's Go Deeper

What are your top 3 values and why did you select those?

1. _____

2. _____

3. _____

Was there a value not in the list above that you feel resonates with you and why?

Share a recent example from your work / life where one or more of your top values influenced a decision you made.

Have you made any recent sacrifices in your work / life? What value was the driver behind why you made this decision?

Action Step

1. Write out your values and place them in a location where you will see them every day.
2. When you're facing a decision in work / life - ask yourself:
 - a. How does this question / decision line up with my values?
 - b. Is this a decision I'm ready to make now or do I need guidance from a trusted friend, colleague, or coach?

Values Definitions

Achievement - The persistent pursuit and attainment of meaningful goals and desired outcomes

Adventure - Embracing new experiences and challenges with enthusiasm and courage

Abundance - Creating and maintaining a mindset of plenty, whether in resources, opportunities, or relationships

Affection - Expressing genuine care and warmth in relationships and interactions

Beauty - Appreciating and creating aesthetic excellence in all aspects of life

Charity - Giving selflessly to help others and contribute to the greater good

Communication - Exchanging ideas clearly and effectively while fostering understanding

Community - Building and nurturing meaningful connections with others who share common interests

Compassion - Showing genuine concern and empathy for others' well-being

Control - Having the ability to influence outcomes and maintain order in situations

Courage - Facing challenges and fears with strength and determination

Creativity - Generating innovative ideas and solutions while thinking outside conventional boundaries

Curiosity - Maintaining an eager desire to learn and understand more about the world

Education - Committed to continuous learning and personal development

Empowerment - Enabling others to realize and achieve their full potential

Energy - Maintaining enthusiasm and vitality in pursuing goals

Excellence - Consistently performing at the highest standard possible

Expression - Freely sharing thoughts, feelings, and ideas in authentic ways

Fairness - Treating others with impartiality and justice

Family - Prioritizing and nurturing close relationships with loved ones

Fitness - Maintaining physical and mental well-being through healthy practices

Freedom - Having the autonomy to make choices and live according to one's values

Fun - Finding joy and pleasure in activities and experiences

Growth - Continuously developing and improving oneself

Health - Maintaining optimal physical, mental, and emotional well-being

Humor - Finding and sharing joy through laughter and lightness

Independence - Being self-reliant and capable of making autonomous decisions

Integrity - Maintaining strong moral principles and authenticity in all actions

Joy - Experiencing and sharing deep satisfaction and delight

Love - Forming deep, meaningful connections and showing care for others

Partnership - Building strong, collaborative relationships based on mutual trust

Patience - Maintaining calm and persistence in challenging situations

Perfection - Striving for the highest possible standards in all endeavors

Political - Engaging in and influencing systems of governance and power

Preparation - Being thoroughly ready for future challenges and opportunities

Professionalism - Maintaining high standards of conduct and expertise

Purpose - Living and working with clear intention and meaning

Risk - Willing to take calculated chances for potential growth and reward

Romance - Pursuing and maintaining passionate, intimate relationships

Security - Creating stability and safety in life and work

Sensitivity - Being aware of and responsive to others' needs and feelings

Service - Dedicating oneself to helping and supporting others

Sincerity - Being genuine and honest in all interactions

Spontaneity - Embracing unplanned moments and natural impulses

Strategy - Taking thoughtful, planned approaches to achieve goals

Support - Providing assistance and encouragement to others

Transformational - Creating positive, meaningful change

Truth - Pursuing and maintaining honesty and authenticity

Victory - Achieving success and overcoming challenges

Wealth - Building and maintaining financial abundance and prosperity