

# A KICK-IN-THE-PANTS GUIDE TO:

## DEFINING YOUR PERSONAL VALUES

Your personal values define your self-culture at work. They drive how you show up for yourself, for others, and for the organizations in which you work. They will help guide you when you're frustrated, when you fail or succeed, and when you're celebrating. They will help you navigate difficult moments and strategic decisions. They will also help you be consistent when so many parts of ourselves and our work change.

Values are the things you can care about when nothing else seems worth your care.



**The best personal values are true, not aspirational. They reflect who you truly are and how you actually behave.**



On the following page, list the five personal values that you want to lead with and write why. Here are a few prompts to help figure out which characteristics to choose and an example:

- What's the best compliment someone could give you?
- What do you hope people remember about you?
- What behavior in others inspires you?
- How do you describe your 'best self'?
- What qualities are most important to you?

**Value:** Reliable

**Because:**

I want people in my life to trust me, but I know I have to earn that trust. To me, there is nothing more trustworthy than consistently showing up for people

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