



OUR VALUES

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Personal Values Report



OUR VALUES is a team values assessment designed to understand how our unique values impact those around us. It is an opportunity to reflect where we have high alignment and conviction around certain values, and conversely where we have aversions. Values are the internal beliefs guiding our observable behaviors which either allow us to thrive in certain environments, or they have the potential of leaving us with constant tension both with our role and with those around us. OUR VALUES is intended to spark quality conversations of understanding, empathy, and open-handed feedback. This opportunity only exists when we together remember that values are neither good nor bad. They are simply the way that we view the world. Their unique combination and proportion is only yours, and it is built upon our life experiences, education, relationships, and beliefs.

*Reflect on your personal highest values identified in **OUR VALUES**.*

Value	Definition
Freedom	power or right to act, speak, or think as one wants
Growth	developing, learning and maturing
Respect	being esteemed or valued by others
Autonomy	freedom from external control or influence
Reliability	dependable and consistent behavior

Reflective Questions:

Where do you see these value align with your current team? What do you feel is either unique to you- or particularly strongly perceived by your team?

How do these values impact your team? How do they enhance your ability to play your role on the team?

What would be important for your team to understand about your values? Perhaps there is something from your background (family, cultural, ethnic), a specific life experience, or an example that could highlight its origin as a value.

What has the potential of negatively impacting the team? How have any of these values caused conflicts in your perception?



Reflect on your personal lowest values identified in OUR VALUES.

Value	Definition
Beauty	interest or appreciation in aesthetics; artistic
Leisure	use of free time for enjoyment
Safety	being protected from danger or risk
Fairness	impartial behavior without discrimination
Privacy	governing or protecting personal disclosure

Reflective Questions:

How do these values impact your team? When do these values create potential friction with your current team?

What do you think is important for your team to understand about your low values? What would be important for your team to understand about the origin of your low values?

How do you manage or navigate these values? When they are highlighted in team, relationships, or activities, how do you respond?

What tasks or responsibilities are particularly difficult for you to complete based upon these values? What team behavior can feel most challenging to you based upon these values?