

Values Finder

Name the principles that guide how you work

Your values are the principles that guide how you work, communicate, and treat people. Use this worksheet to name them clearly, define what they mean in practice, and identify the real behaviours they produce.

Aim for three to five values. Each one should already exist in how you work, not in how you hope to one day.

Step 1: Brain dump

Write down every word or phrase that comes to mind when you think about how you do business. Aim for 15 to 20 words. Do not edit yourself yet.



Step 2: Your core values

From your brain dump, circle the words that feel most true. Then work through a block below for each of your three to four strongest values.

Value 1

Name your value in one word or short phrase.

What does this mean in practice? *I will always... / I will never...*

A real example of this value in action

Think about a time this value shaped a decision, a conversation, or how you delivered your work.

Value 2

Name your value in one word or short phrase.

What does this mean in practice? *I will always... / I will never...*

A real example of this value in action

Think about a time this value shaped a decision, a conversation, or how you delivered your work.



Value 3

Name your value in one word or short phrase.

What does this mean in practice? *I will always... / I will never...*

A real example of this value in action

Think about a time this value shaped a decision, a conversation, or how you delivered your work.

Value 4

Name your value in one word or short phrase.

What does this mean in practice? *I will always... / I will never...*

A real example of this value in action

Think about a time this value shaped a decision, a conversation, or how you delivered your work.



Value 5

Name your value in one word or short phrase.

What does this mean in practice? *I will always... / I will never...*

A real example of this value in action

Think about a time this value shaped a decision, a conversation, or how you delivered your work.

Step 3: Your values at a glance

List your final values here. Is there a word or acronym that could capture them as a group? A memorable shorthand helps you and your team use them consistently.

My core values	A word or acronym that captures them

If a value cannot be seen in action, it is not a value yet. It is an aspiration.