



## Personal Values Assessment Example

Prepared by  
Barrett Values Centre  
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*Barrett Values Centre's vision is to create a values driven society. This free assessment will help you become more aware of your own values and how these values influence your decisions and actions.*

*Special edition Personal Values Assessment to support:*



**THE GLOBAL GOALS**  
For Sustainable Development



# Personal Values and Awareness

Our values reflect what is important to us. They are a shorthand way of describing our individual motivations. Together with our beliefs, they are the causal factors that drive our decision-making.

## Barrett Seven Levels of Consciousness Model

### Service

Self-less service

### Making a Difference

Making a positive difference in the world

### Internal Cohesion

Finding meaning in existence

### Transformation

Letting go of fears.

The courage to develop and grow

### Self Esteem

Feeling a sense of self-worth

*Fear: I am not enough*

### Relationship

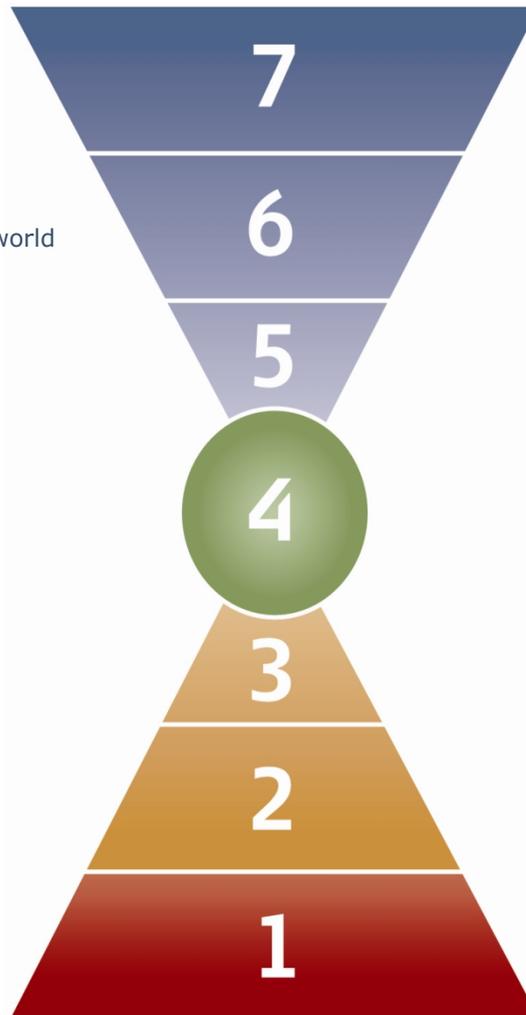
Feeling protected and loved

*Fear: I am not loved enough*

### Survival

Satisfying our physical and survival needs

*Fear: I do not have enough*



Values can be positive or fear-based (limiting). For example, honesty, trust and accountability are positive values, whereas blame, revenge and manipulation are potentially limiting, or fear-based, values.

Personal mastery involves overcoming or eliminating our fear-based beliefs. When our beliefs or behaviours are out of alignment with what is really important to us - our values, we lack authenticity.

Every human being on the planet grows and develops within seven well defined areas. These areas are defined in the [Barrett Seven Levels of Consciousness Model](#). Each area focuses on a particular need that is common to all people. The level of growth and development of an individual depends on their ability to satisfy these needs.

At different times you may find that you focus more on some levels and less on others, in response to changing life conditions. It is important to understand that in terms of the seven areas higher is not better; for example it will be difficult for you to focus on helping others if you are having health and money problems.

The seven areas in the development and growth of personal awareness are summarised in this diagram and are described in more detail on page 3.



# Personal Values and Awareness



## Self Interest

The first three areas of awareness – Survival, Relationship and Self-Esteem, focus on our personal self-interest – satisfying our need for security and safety, our need for love and belonging, and our need to feel good about ourselves through the development of a sense of pride in who we are. We feel no sense of lasting satisfaction from being able to meet these needs, but we feel a sense of anxiety if these needs are not met.

## Transformation

The focus of the fourth area of awareness, Transformation, is on letting go of fears. During this stage in our development, we establish a sense of our own personal authority, and our own voice. Within the area of Transformation, we choose to live by the values and beliefs that resonate deeply with who we are.

## Common Good

The upper three areas of awareness – Internal Cohesion, Making a Difference and Service - focus on our need to find meaning and purpose in our lives. We express that meaning by striving to make our world a better place and by leading a life of self-less service. When these needs are fulfilled they engender deeper levels of motivation and commitment. Within these areas, we learn how to develop an inner compass that guides us into making life affirming decisions.

## Personal Mastery

Individuals who focus exclusively on the personal self-interest areas may be influenced by the fears they hold about satisfying their individual needs. They look for approval or

reassurance from others.

Individuals who focus exclusively on the satisfaction of the upper common good needs may lack the skills necessary to remain grounded. They can be ineffectual and impractical when it comes to taking care of their basic needs. The most successful individuals are those who balance all of the areas. They are trusting of others, are able to manage complexity, and can respond or adapt to all situations.

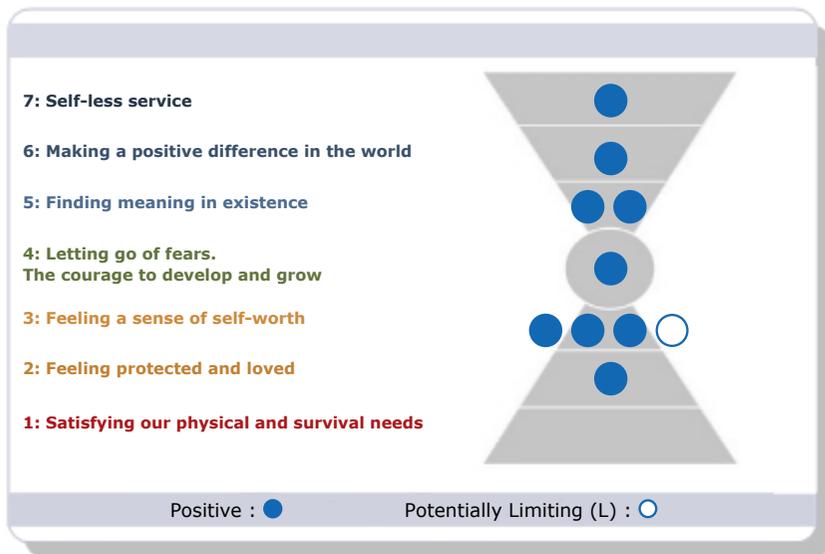
In reality people do not operate from any one single area of awareness. They tend to be clustered around three or four areas. Individuals are usually focused at areas 1 through 5, typically with a specific emphasis on Internal Cohesion, the fifth area, in which we seek meaning in our lives.

## Your Results

On the next page we will show you how the values you chose map against these seven areas. Positive values will be identified with a blue dot and potentially limiting or fear based values will be shown as a white dot.



# Example - Results



|                     | <u>Area</u> |
|---------------------|-------------|
| achievement         | 3           |
| clarity             | 5           |
| coaching/ mentoring | 6           |
| efficiency          | 3           |
| entrepreneurial     | 4           |
| friendship          | 2           |
| humour/ fun         | 5           |
| reliability         | 3           |
| reward (L)          | 3           |
| vision              | 7           |

From the values you selected it is clear that it is important to you that you feel a sense of self-worth. If this need is not met you will experience anxiety about not being enough.

Your values show:

- Being successful in your endeavours is important to you.
- You like to ensure information is clearly understood and expressed.
- Sharing the lessons of your experience to support and guide others is a focus for you.
- You like to be effective in your endeavours and make best use of your time.
- You have a flair for thinking of new ideas or ways of working and enjoy trying to bring them to fruition.
- Having meaningful close relationships with others is important in your life.
- You have a fun-loving approach to life and enjoy sharing good times.
- You are dependable and you want others to know that they can count on you.
- You see possibilities where others cannot and you have an understanding of the steps needed to get there.

The type of values you selected indicates that your individual capabilities are most important to you.

Understanding our values helps us better understand ourselves and why we may act or react in the way that we do. For example, if someone undermines one of your values it can result in feelings of hurt; you would be likely to feel upset if your value of "reliability" was not being honoured by someone else. Similarly, if you make a decision which goes against one of your values this may lead you to feel uneasy or unsettled about the decision, because you are not being true to yourself.

You have selected one value which might be classed as potentially limiting or fear based:

Reward: Acquiring material, external gain motivates you to work hard. While this is not inherently wrong it can be worth considering the internal benefits that you might receive from being of service to others.

To what extent do you think that this affects the decisions you make and how others see you?



# Self-Development

## **Self-Reflection**

Now that you have seen your own results take time to reflect upon these and to think about what role these values play in your life. Look also to see if there are any areas in the values chart that have no focus. This can signify either an area that is already covered, a gap in your awareness, or an area for future development. If you have empty areas what do you think this means for you? (See Exercise 2 below to support you with areas you may want to develop.)

The successful mastery of each area of awareness involves two steps: first, becoming aware of the emergent need, and second developing the skills that are necessary to satisfy that need.

Learning how to manage our needs is a life-long process. Even when we have learned how to become the author of our own lives, we will find situations arising where we discover that we still have fear-based beliefs that keep us anchored in the lower areas of awareness -situations that frustrate us or cause us to feel anxious and bring up our fears. It is vitally important, therefore, to develop a deep understanding of yourself and to learn the skills and techniques that allow you to manage your life and so that you can find personal fulfilment.

## **Next Steps**

Now that you have seen your results you may find it useful to discuss the results with your partner, family and friends. It may also be valuable to ask them to complete an assessment for themselves. This will enable you to share results, which will help you to understand your relationships better and lead to a deeper understanding of each other's needs.

There are also other ways to better understand your values, for example, reading about self-development, meditation, coaching, asking for feedback and personal reflection.

Working with your values is a life-long process; developing a deep understanding of yourself, and learning skills and techniques to help you grow, can help you to find personal fulfilment.

The exercises on the following pages are included to help you start to gain a greater awareness of your values. The first exercise looks at those values which are most important to you and helps you see how these values influence your life.

The second exercise is to help you think about where you might want to develop or grow, and to help you start to become mindful of what you might do in this regard.



# Self-Development: Exercise 1

In this exercise you are asked to choose your top three values from the ten you originally chose above and to start to examine why these are so important to you. Completing this will help you think more about how these values influence your actions and understand why you may respond in a certain way if someone acts in a manner that goes against one of these values.

| <b>From the 10 values chosen above, think about the three that are most important to you? Write them in the spaces below.</b> | <b>Why do you believe that this value is important to you?</b> | <b>Recall a moment in your life when you really lived this value. What behaviours did you exhibit that support this value?</b> | <b>How might you react if this value was not being honoured by others? Describe your feelings, thoughts and actions.</b> |
|---|--|--|--|
| 1.  |  |  |  |
| 2.  |  |  |  |
| 3.  |  |  |  |



# Self-Development: Exercise 2

In this second exercise you are asked to think about areas to strengthen or develop, or values you would like to demonstrate more fully in your life. Completing this will allow you to start to build an action plan to support your self-development.

| From your selected values or the values listed below, choose up to three that you would like to live more fully. | What behaviours or actions do you already demonstrate which support this intention? | What could you stop doing to better support this value? | What could you start doing to help you demonstrate this value more fully? |
|--|---|---|---|
| 1.   |   |   |   |
| 2.   |   |   |   |
| 3.   |   |   |   |

accountability  
achievement  
adaptability  
ambition  
balance (home/work)  
being the best  
caring  
clarity  
coaching/ mentoring  
commitment  
community involvement  
compassion

competence  
conflict resolution  
continuous learning  
courage  
creativity  
dialogue  
ease with uncertainty  
efficiency  
enthusiasm/ positive attitude  
entrepreneurial  
environmental awareness  
ethics

excellence  
fairness  
family  
financial stability  
forgiveness  
friendship  
future generations  
generosity  
health  
humility  
humour/ fun  
independence

initiative  
integrity  
job security  
leadership  
listening  
making a difference  
openness  
patience  
perseverance  
personal fulfilment  
personal growth  
professional growth

recognition  
reliability  
respect  
risk-taking  
safety  
self-discipline  
teamwork  
trust  
vision  
wealth  
well-being (physical/  
emotional/ mental/ spiritual)

wisdom



## Next Steps

If you are interested to learn more about values here are some suggested areas to explore.

### Further Resources

Review the Leading Self module of the New Leadership Paradigm:  
<http://www.newleadershipparadigm.com/>

Learn how you can use the measurement of values to improve organisations and leaders:  
<http://www.valuescentre.com/>

### Further Reading

[The Importance of Values](#)

[The Six Modes of Decision-making](#)

[Fundamentals of Cultural Transformation](#)

[A Values-based Approach to Cultural Resilience](#)

### Videos

[Belief vs. Values Decision Making](#)

[Bringing Personal Values to Work](#)

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