

Identifying your core values

This exercise uses a list of values to help you consider what your 'core values' are. These are fundamental to your sense of happiness and fulfilment in both work and non-work life. Your core values do not change much throughout your life, however the prioritisation you give them may change with new experiences and changing family commitments.

Now take a few minutes to complete Table A which allows you to reflect on experiences from both your career and personal life that made you happy and fulfilled or angry and frustrated – highlight any values that were being met or not met, as appropriate.'

Then take a look at Table B reading carefully from the left hand side of the page to the right. Mark those values which are important to you, or words which you find match your way of thinking – especially when reflecting on the experiences noted in Table A. If you find two words of similar meaning, choose the one which resonates most with you.

If any of these values were not being honoured in your life – what impact might that have on your level of happiness and fulfilment in both your work and non-work life? The bigger the impact, the higher the priority you give that value.

Reflect upon what made you select a particular value. If you felt you **should** choose a particular word disregard it as this indicates that this value is being imposed upon you rather than being something truly important to you.

You might also find it helpful to think about things that make you angry, then reflect on which values, that are important to you, are missing or not being met in that situation.

TABLE A	Career Example	Personal Example	Which values were being met/ not met?
<p>Step 1: Identify the times when you were happiest</p> <ul style="list-style-type: none"> • What were you doing? • Were you with other people? Who? • What need or desire was fulfilled? • How and why did the experience give your life meaning? • What other factors contributed to your feelings of happiness and fulfilment? • 			
<p>Step 2: Identify the times when you were most angry</p> <ul style="list-style-type: none"> • What were you doing? • Were you with other people? Who? • What need or desire was frustrated? • What other factors contributed to your feelings of anger and frustration? 			

TABLE B: Included with permission from: ©Lindsay West Coaching 2018 www.careercoachlondon.com

stability	security	inner strength	joy	balance	moderation
happiness	fun/sense of humour	pleasure	relaxation	sense of belonging	inner peace
achievement	success	recognition	appreciation	ambition	being valued
passion	contentment	harmony	beauty	comfort	simplicity
honesty	truth	trust	openness	empathy	expression
equality	fairness	justice	courtesy	dignity	integrity
love	friendship	connection	kindness	companionship	camaraderie
freedom	choice	variety	abundance	adventure	excitement
faith	forgiveness	spirituality	tolerance	humility	grace
respect	consideration	loyalty	faithfulness	politeness	serenity
wisdom	intelligence	knowledge	insight	acceptance	honour
learning	development	growth	challenge	competition	excellence
sense of duty	tradition	order	sense of control	obedience	realism
authenticity	rationality	sense of authority	protection	compassion	patience
wellbeing	vitality	positivity	contribution	calmness	co-operation
community	cleanliness	decency	professionalism	competence	virtue/goodness
support	helpfulness	caring	service	generosity	nurturing
gratitude	determination	diligence/hardworking	sense of purpose	making a difference	capability
innovation	creativity	resourcefulness	commitment	accountability	solitude
independence	responsibility	reliability	dependability	courage	quality

Now chose your **Top 10 values** from those that you have marked on the list and put them in the table below in order of priority – starting with the most important. Indicate why this value is important to you and the impact this may have on you if it were not present in your life.

Value	Why is this value important?	Scale 1-10 how much you feel this value is aligned in your life currently
1.		/10
2.		/10
3.		/10
4.		/10
5.		/10
6.		/10
7.		/10
8.		/10
9.		/10
10.		/10

Identifying your work preferences

These are factors which represent what is important for you in the workplace. Like values the degree to which your preferences are present in your current job will influence your level of job satisfaction

From the following list of work preferences decide how important each one is to you in terms of its contribution to your job satisfaction. (NB 'Not important' means that you don't really mind about this factor. 'Avoid' means that you would rather not have this in your career choice.)	very important	quite important	not important	Avoid/ Not enjoyable	Priority of very important Preferences (1-10)
Organisation -working in a well-known hospital or service					
Community - Working in a place where you can get involved in the local community					
Physical challenge - work that is physically demanding					
Flexible working - a role in which there is the possibility of working part-time					
Being expert - being known as someone with special knowledge or skills					
Research - Having the opportunity to carry our research					
Supervision - having responsibility for supervising others					
Learning - A rapidly changing role in which you will continually be learning new things					
Types of patients - working with a particular patient group					
Helping people - a role in which you help individuals, groups or society in some way					
Predictability - having a routine which is fairly predictable					
Working with others - working in a team alongside others					
Teaching - being able to teach others					
Challenge - being 'stretched' and given new problems to work on					
Competitive - working in a specialty to which entry is highly competitive					
Pace of work -a rapid pace of work					
Respect - a high-status job					
Excitement - working in a context where you take clinical decisions under pressure					
Community setting - working in a community based setting					
Contact with patients - working in a context where you have lots of contact with patients					
Promotion - work in which there is a good chance of promotion					
Continuity of care - being able to provide continuity of care for your patients					
Money - the possibility of earning a high salary					
Friends - forming friendships with colleagues at work					
Managing your time -some flexibility in when you carry out your different responsibilities					
Creativity - thinking up new ideas and ways of doing things					
Techniques - being able to perform particular surgical and/or diagnostic procedures					
Recognition - receiving appreciation for the work you do					
Precision - working at tasks which involve great care and precision					
Place of work - working in a specific part of the country					
Variety - having a variety of different responsibilities					
Independence - beng able to work on your own					
Managing others - the opportunity to manage a clinical service					
Hospital based - working in a hospital based specialty					
Controllable lifestyle - being able to achieve a satisfactory work/life balance					

Reflecting upon your core values and your work preferences: (write your comments in the spaces below the questions)

- Are there any patterns or themes emerging from your core values and your work preferences? (e.g. lifestyle, pace of work and excitement). What does this tell you about the choices you will be making?

- Do your core values and work preferences complement one another? (e.g. sense of belonging and working with others) What does this tell you about the validity of your choices?

- Are there any core values and work preferences which you may prioritise differently over time? (e.g. capability, flexible working, location, security) What is this telling you about the decisions you need to be making now?

- Are there any core values and work preferences which you feel are not listed that are important to you? If so make a note of them and explain why these are important to you