

VALUES REVIEW

Name: _____ Date: _____

I: **FIND YOUR VALUES:** Choose from those listed, and/or pick for yourself and enter on the blank lines, all **YOUR VALUES** - IMPORTANT to you in each area:

1. What is IMPORTANT TO YOU in the area of WORK?

Check Order Values

_____	[____]	Appreciation from others	Ad+
_____	[____]	Recognition/Importance	As+
_____	[____]	Security	Bd-
_____	[____]	Money	Bs+
_____	[____]	Reliability	Cd-
_____	[____]	Freedom	Cs+
_____	[____]	Doing the job well	Dd+
_____	[____]	Influence on others	Ds+
_____	[____]	Contribution to Company	Ed+
_____	[____]	Contribution to Society	Es+
_____	[____]	Acceptance by others	Fd-
_____	[____]	Accomplishment/Achievement	Fs+
_____	[____]	Task completion	Gd+
_____	[____]	Task involvement/participation	Gs+
_____	[____]	Excitement	Hd+
_____	[____]	Fun/Play	Hs+
_____	[____]	Expectations	Id+
_____	[____]	Possibilities	Is+
_____	[____]	Sociability	Jd+
_____	[____]	Collegiality	Js+
_____	[____]	Advancement	Kd+
_____	[____]	Expansion	Ks+
_____	[____]	Not making mistakes	Ld-
_____	[____]	Not failing	Ls-
_____	[____]	Being liked	Md-
_____	[____]	Friendships	Ms+
_____	[____]	Not being bored	Nd-
_____	[____]	Not having nothing to do	Ns-
_____	[____]	Having something to do	Od+
_____	[____]	Having to do something	Os+
_____	[____]	Motivation	Pd+
_____	[____]	Power	Ps+
_____	[____]	Precision	Qd+
_____	[____]	Efficiency	Qs-
_____	[____]	Self satisfaction	Rd+
_____	[____]	Doing the best I can	Rs-
_____	[____]	Enjoying myself	Sd+
_____	[____]	After work socialization	Ss+
_____	[____]	Planning new ideas	Td+
_____	[____]	Fulfilling requirements	Ts-
_____	[____]	_____	
_____	[____]	_____	
_____	[____]	_____	
_____	[____]	_____	
_____	[____]	_____	

III: AND WHAT ELSE? Go back and ADD a few more for each of the above areas.

IV: For each of the SIX AREAS above, RANK ORDER the VALUES you have listed under each, putting the rank order number for each in the brackets at the beginning of each line. In the brackets, put the number "1" for the MOST IMPORTANT VALUE, "2" for the second most important value, "3" for the third most important value, and so on. This is NOT the final listing, so you don't have to be absolutely exact.

V: When you have done the above, reducing where possible the words you use to refer to each of the values to one or two or three words, RELIST your VALUES IN their newly assigned RANK ORDER on the LEFT-HAND lines below.

1. WORK: 1. _____ :

2. _____ :

3. _____ :

4. _____ :

5. _____ :

6. _____ :

7. _____ :

8. _____ :

9. _____ :

10. _____ :

2. LIVING: 1. _____ :

2. _____ :

3. _____ :

4. _____ :

5. _____ :

6. _____ :

7. _____ :

8. _____ :

9. _____ :

10. _____ :

3. RELATIONSHIPS:

- 1. _____ :
- 2. _____ :
- 3. _____ :
- 4. _____ :
- 5. _____ :
- 6. _____ :
- 7. _____ :
- 8. _____ :
- 9. _____ :
- 10. _____ :
- 11. _____ :
- 12. _____ :

4. FEELINGS:

- 1. _____ :
- 2. _____ :
- 3. _____ :
- 4. _____ :
- 5. _____ :
- 6. _____ :
- 7. _____ :
- 8. _____ :
- 9. _____ :
- 10. _____ :
- 11. _____ :
- 12. _____ ;

5. **FAMILY LIFE**

- 1. _____ :
- 2. _____ :
- 3. _____ :
- 4. _____ :
- 5. _____ :
- 6. _____ :
- 7. _____ :
- 8. _____ :
- 9. _____ :
- 10. _____ :
- 11. _____ :
- 12. _____ :

6. **VALUES:**

- 1. _____ :
- 2. _____ :
- 3. _____ :
- 4. _____ :
- 5. _____ :
- 6. _____ :
- 7. _____ :
- 8. _____ :
- 9. _____ :
- 10. _____ :
- 11. _____ :
- 12. _____ ;

VI: Now GO BACK and for each of the values under each area, on the RIGHT-HAND lines write down INDICATORS, i.e., HOW YOU WOULD KNOW IF YOU HAD THAT VALUE

VII: CHECK FOR MORE VALUES IN EACH OF THE FOUR AREAS: HERE IS THE EXERCISE:
Taking each of the four areas in turn, SUPPOSE YOU ALREADY HAD ALL of
the values you have listed in your job (Work)/your life (Living)/your
relationship (Relationship)/your feelings (Feelings), WHAT MIGHT CAUSE
YOU TO QUIT that job/life/relationship/feeling (that you have)? ADD any
reasons for QUITTING on the additional lines for each area below.

- 1. WORK: _____ : _____
_____ : _____
- 2. LIVING: _____ : _____
_____ : _____
- 3. RELATIONSHIP: _____ : _____
_____ : _____
- 4. FEELINGS: _____ : _____
_____ : _____
- 5. FAMILY LIFE: _____ : _____
_____ : _____
- 6. VALUES: _____ : _____
_____ : _____

VIII: Now, taking each of the four areas in turn, SUPPOSE YOU ALREADY HAD ALL
of the values you have listed for your job/life/relationship/feelings
AND you ALSO HAD THE NEW CAUSE(s) FOR QUITTING you have just listed,
WHAT MIGHT CAUSE YOU nevertheless TO STAY in that job/life/relationship/
feelings you had? ADD any REASONS for STAYING on the lines below.

- 1. WORK: _____ : _____
_____ : _____
- 2. LIVING: _____ : _____
_____ : _____
- 3. RELATIONSHIP: _____ : _____
_____ : _____
- 4. FEELINGS: _____ : _____
_____ : _____

5. **FAMILY LIFE:** _____ : _____
 _____ : _____
6. **VALUES:** _____ : _____
 _____ : _____

The above (VI and VII) provide you with **ADDITIONAL VALUES** for your lists.

IX: ADD the **INDICATORS (HOW YOU WOULD KNOW IF YOU HAD THAT VALUE)** on the RIGHT-HAND lines after each of the additional values you have just discovered. Make sure that you would be able to tell whether or not you had each of the values on your total list for each area, so that you will be able to tell when/if you have that value (i.e., INDICATOR).

X: **FINAL, CORRECTED, ORDERING OF YOUR VALUES** under each area: Do the exercise below for each value under each area in turn. Do the exercise completely, even if it is a bit "boring", and change the RANK ORDER NUMBERS for each value as you go through the exercise. The exercise:

Take your number 1 value under each area (in turn) and ask yourself: **SUPPOSE YOU HAD THAT VALUE** in a job/life/relationship/feeling-state, but you **COULD NOT** have another value (i.e., EACH of the other values in that area in turn), **WOULD YOU ACCEPT/CONTINUE** in that job/life/relationship/feeling-state? IF THE ANSWER you give yourself IS "NO", then the OTHER value is MORE IMPORTANT to you than your number 1 value, so you should CHANGE the RANK ORDER numbers. If the answer you give yourself is "YES", then the number 1 value is more important to you than the other value. Remember, if your answer is "NO", CHANGE the RANK ORDER of the values, and repeat the process again. Remember to INCLUDE the new values you have discovered from steps VI and VII. REPEAT the same process/exercise for each of the values (each in its turn) under each area (including the values you discovered in steps VI and VII) UNTIL YOU HAVE **YOUR FINAL RANK ORDERING OF YOUR VALUES** under each area.

When you have completed that, **REWRITE** your FINAL LIST OF VALUES for each area on the lines below. **NOTE:** Please be SURE that the VALUES AND the RANK ORDER you give them are **YOUR VALUES AS THEY ARE**, and NOT AS YOU THINK THEY "OUGHT" TO BE -- that comes later. Also, **IF YOU ARE NOT SURE** what your VALUES or their RANK ORDERS really are, don't let yourself worry about it. **GO INSIDE YOURSELF**, and TRUST YOUR OWN UNCONSCIOUS TO TELL YOU the way things are -- we trust your unconscious and we would like you to trust it too.

1. WORK:

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____
- 11. _____
- 12. _____
- 13. _____

2. LIVING:

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____
- 11. _____
- 12. _____
- 13. _____

3. **RELATIONSHIPS:**

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____
- 11. _____
- 12. _____
- 13. _____

4. **FEELINGS:**

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____
- 11. _____
- 12. _____
- 13. _____

5. **FAMILY LIFE:**

1. _____
2. _____
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4. _____
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9. _____
10. _____
11. _____
12. _____
13. _____

6. **VALUES:**

1. _____
2. _____
3. _____
4. _____
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12. _____
13. _____

Congratulations, the main part of the task is done. Two more steps remain to be done. The first of the remaining tasks is to examine your ranked lists of values to discover what, if anything, needs to be done to change them in some ways. The last task is to do the changing or the "healing" if necessary.

XI: EXAMINE YOUR LISTS OF VALUES, TAKING VALUE BY VALUE, ONE AT A TIME, AND THEN IN PAIRS, to answer for yourself the following questions:

- a) ARE YOU HAPPY WITH YOUR VALUES? One way to answer this question might be to look at the first 4 or 5 of them, IMAGINE yourself having a job/life/relationship/feeling-state in which you have those first 4 or 5 values, and see how you FEEL inside yourself about that job/life/relationship/feeling-state having those values. If you feel pleased or excited about that job/life/relationship/feeling, you probably will be pleased with your values. If you do NOT feel particularly pleased or excited by that thought, you probably have something wrong or unsatisfying in your values -- proceed to find out what by answering the next questions.
- b) ARE ANY OF YOUR VALUES IN CONFLICT WITH EACH OTHER? One way to answer this question might be to examine your values in each area IN PAIRS to see if they PULL YOU in different directions. For example, in the area of work, two values, such as "Freedom" and "Money", might lead you to feel that you are being pulled in two different directions -- to get tied to work to make money, and also to be free of the demands of working. If you find any two values in any area which seem to you to conflict or to compete with each other, draw a line between them with arrows at the ends.
- c) ARE ANY OF YOUR VALUES IN "NEGATIVE FORMAT"? Most of most people's values are in "positive format". That is, the person feels drawn TOWARD them -- TOWARDS Money or Freedom or Accomplishment. Some of most people's values are in "negative format". That is, the person feels pushed AWAY FROM them -- AWAY FROM Mistakes (i.e., "Not Making Mistakes) or FROM Ugliness (i.e., "Not Being Ugly) or FROM Imperfection (i.e., "Not Being Imperfect") or FROM Meanness (i.e., "Not Being Mean"). "Negative format" or "away from" values are those where the statement of the value has a "not" in it. Mark ALL your "negative format"/"away from" values with an ASTERISK*. They probably need to be "healed" because, if you think about it, they keep you under constant strain/stress in trying to avoid whatever it is they refer to -- i.e., to avoid making mistakes, noticing ugliness, avoiding imperfections, avoiding meanness, etc.
- d) DO ANY OF YOUR VALUES HAVE A "HIDDEN" "NEGATIVE FORMAT"/"AWAY FROM" VALUE UNDERLYING THEM? This is the hardest thing to notice. One way to answer this question might be to ask yourself about each one of your values in turn: "WHY is this value IMPORTANT?" "WHAT DOES THIS value DO FOR ME?" "WHAT UNDERLIES this value?" or "WHAT AM I trying TO DO TO PURSUE IT?" If the answers to any of these kinds of questions is a "negative format"/"away from"/"avoiding" kind of statement, you may have discovered a "hidden" "negative format"/"away from" value. Think about it carefully, and trust your unconscious to tell you. If you feel that there is a "hidden"

"negative format"/"away from" value underlying any of your values, mark it with a DOUBLE ASTERISK**, so you don't miss it. It will perhaps need "healing" too.

You may find it important to check with your Trainer about these four kinds of features of your values lists. Somebody else can sometimes "see" what it is hard for us to see for ourselves. However, it ought to be your trainer, rather than another friend. It is hard for other people to remain objective and they are likely to "read into" your values their meanings, and thus distort your values for you.

You have now completed all the preparatory work needed to get to the task of "healing" your values, if needed. "Healing" as used here needs explanation.

Our VALUES have been constructed within us across the years of growing up, right from the time we were born (and some would say, even before that). Most of the ideas which form our values were formed when we were very young (and thus inexperienced, not very wise, and under the influence of others), and are thus subject to error or mistake, and they were formed as results of strong, personal emotional experiences (and thus are subject to the distorting and intensifying effects of strong emotions). Of course, they evolve over time, but the fears and misapprehensions of childhood still colour them in large part, and it is these aspects of our values which may need some "healing". But, why bother? The answer is that VALUES are the most abstract and GENERAL GUIDES for our lives (thus terribly important, as they affect everything about us and everything we do), are the up-front MOTIVATIONS which select what we will do (govern everything we do), and are the after-the-fact means by which we EVALUATE what we have done (thus they control our guilt feelings or our good feelings about ourselves).

The HEALING of troublesome values cannot be done on paper. That will have to be done face-to-face -- although you have saved a great deal of the time involved in that task by the exercise you have just completed. Still, there are two other things you could do by way of preparation, if you want.

XII: Finally, go back to your FINAL LIST OF VALUES (Step IX), and, for each of your values in each area, take the time and patience for this exercise: Close your eyes and, in your mind, PICTURE HOW THAT VALUE "LOOKS" TO YOU. The picture you get MAY SEEM weird or strange. Don't worry about that -- actually, the stranger it seems to you the BETTER it is likely to be for the purpose. Make a BRIEF NOTE to yourself about the picture you get so that you will be able to remember it and picture it again. Use the lines below for making your notes about the picture you get. In "getting" the picture, don't force it. Just close your eyes and let whatever picture come to your mind that wants to happen. Trust your unconscious to give you the "right" picture -- don't try to think how any value "ought" to be represented. A few words of explanation may be needed -- see after the lines for your notes for the explanation.

WORK :

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2. _____
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10. _____

LIVING :

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5. _____
6. _____
7. _____
8. _____
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10. _____

RELATIONSHIPS

1. _____
2. _____
3. _____
4. _____
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6. _____

- 7. _____
- 8. _____
- 9. _____
- 10. _____

FEELINGS:

- 1. _____
- 2. _____
- 3. _____
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FAMILY LIFE:

- 1. _____
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- 4. _____
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- 7. _____
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- 9. _____
- 10. _____

- VALUES:**
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(Use overleaf if necessary)

Explanation: At any given moment, WHO WE ARE is given to us by the string of memories which tracks back into the past and by the string of hopes and plans which tracks into the future. Everything that ever happened or that we ever thought about is stored somewhere in our brains -- even although we cannot always find those memories easily. But they are there. Those memories are stored mostly as "pictures" (or sounds or sensations or feelings), and those "pictures" are NOT necessarily exact images or representations of events. Especially (as with values) where there is a strong EMOTIONAL or motivational part to the memory, or where the memory has its BEGINNINGS IN CHILDHOOD, the IMAGE or REPRESENTATION of the idea may NOT look like anything familiar -- or part of the real world. We are looking for those images or representations.

XIII: RELIST YOUR VALUES AS YOU THINK THEY "OUGHT" TO BE, listing the same or different values, in the same or a different order -- as you think they "SHOULD BE", by whatever "rules" of thinking you think of as "right" for you.

One reason for doing this is to CHECK that you DID list them THE WAY THEY ARE

- | | |
|--|--|
| <p>1. <u>WORK:</u></p> <ol style="list-style-type: none"> 1. _____ 2. _____ 3. _____ 4. _____ 5. _____ 6. _____ | <p>2. <u>LIVING:</u></p> <ol style="list-style-type: none"> 1. _____ 2. _____ 3. _____ 4. _____ 5. _____ 6. _____ |
|--|--|

- 7. _____
- 8. _____
- 9. _____
- 10. _____

- 7. _____
- 8. _____
- 9. _____
- 10. _____

3. **RELATIONSHIPS:**

4. **FEELINGS:**

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____

- 1. _____
- 2. _____
- 3. _____
- 4. _____
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- 7. _____
- 8. _____
- 9. _____
- 10. _____

5. **FAMILY LIFE:**

6. **VALUES:**

- 1. _____
- 2. _____
- 3. _____
- 4. _____
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- 8. _____
- 9. _____
- 10. _____

- 1. _____
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- 3. _____
- 4. _____
- 5. _____
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- 7. _____
- 8. _____
- 9. _____
- 10. _____

APPENDIX: EVOLUTION of VALUES (Values Levels)

1. Survival-Oriented: living alone, just trying to survive.
(nobody, except perhaps street people, lives this way)
2. Tribal-Oriented: gives up individuality in service of the chief - no personal choice (nobody wins)
3. Aggression-Oriented (Rambo): will do whatever I need to do to get what I want (respects only aggression)(I win)
4. System-Oriented: what happens next - sacrifice self for good of system/sacrifice now for future (win-lose conflict)
-- guilt dominates life; can't forgive others
5. Entrepreneurial-Oriented/Materialistically-Oriented: will run myself & mine to make it work for me -- must make it happen
-- stress high -- is very serious; reluctant leader
6. Group/Cause-Oriented: concern with environment/group consensus (everybody votes/egalitarian -- covert control; control issues; cannot trust)
7. Results-Oriented/Global Thinking: anyone can run the system as long as they know more than me - otherwise, forget it -- beyond roles -- feels not getting just desserts -- can trust but partnership is missing
8. True (but reluctant) Leader/Inspirational Level: guilt (from 4) is gone -- relationship with nature; aliveness; go with the flow -- but feels society expects too much)
9. Visionary State: moves into leadership/recognized shaman -- affecting world at a global level -- but power is missing
10. Master Level: one or more real talents are very alive -- knows and feels the power, but fears it -- can he receive/accept power

Levels of Enlightenment

- 11.
- 12.
- 13.