

What Are Your Values?

1. **Autonomy** -- Freedom to act.
2. **Personal Development** -- To acquire new knowledge and skills, to become more competent, to further one's growth.
3. **Risk Taking** -- Willingness to act when the consequences are uncertain.
4. **Information sharing** -- To make available all essential information about the organization, its plans, accomplishments and outlook; to advocate a philosophy of candor, openness, and accessibility.
5. **Power** -- The authority to act; the ability to influence others.
6. **Knowledge** -- Having information helpful to making decisions, taking actions.
7. **Innovation** -- To introduce new ideas, products, and new ways of doing things; to encourage change, creativity, and "newness."
8. **Loyalty** -- Faithful to the organization, its people, principles, and products; the organization's faithfulness to its members, their careers, security, and future.
9. **Hard Work** -- The willingness to contribute beyond expectations; to commit one's efforts, energy, and talent.
10. **Belonging** -- To be part of a group or community that one values.
11. **Creativity** -- To produce original ideas, thoughts; to bring into existence something new.
12. **Workplace Diversity** -- To advocate the value of working with people of varying backgrounds; to have as members of the organization people of different races, genders, religions, ethnicity, ages, and physical attributes; to be tolerant, accepting, and understanding.
13. **Winning/Competition** -- To have a culture that encourages and rewards those who compete, triumph, and exceed over others; to place great value on competing and winning.
14. **Recognition** -- The desire to be seen as being special or having contributed or done something noteworthy.
15. **Quality** -- To be dedicated to excellence; to recognize and reward exceptional performance; to produce and accept only products and services that meet only the highest standards; to excel.
16. **Career Advancement** -- The desire to assume greater responsibility; to advance oneself; to progress in the organization.
17. **Empowerment** -- The ability and authority to act; the willingness to act; the process of extracting from one's working environment the knowledge and authority with which to act.
18. **Job Security** -- To know that one's future career/employment is safe; to feel comfortable about one's future.
19. **Customer Service** -- To have a customer orientation; to fulfill customer needs and expectations; to be responsive, flexible, and adaptable to the marketplace.
20. **Integrity** -- To act according to one's words; to behave consistent with one's values; "to walk the talk."
21. **Teamwork** -- To encourage, recognize, and reward cooperation; to foster a spirit of camaraderie; to possess the means by which people can work together to define and accomplish common purposes.
22. **Equality** -- To advocate equal treatment, opportunities, and impartiality; to treat everyone equally, fairly, and justly.
23. **Employee Involvement** -- To advocate, foster, and work to create an environment of participation and involvement; to create the means by which all members of the organization participate and become engaged in setting goals, developing plans, making decisions, solving problems, and taking actions.
24. **Respect for the Individual** -- To value each member of the organization; to convey to all

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- employees their importance; to treat everyone equally, fairly, honestly.
25. **Family Commitment** -- To be dedicated to one's family and one's family life; to regard one's personal life as important as one's working life.
 26. **Trust** -- To believe in, rely on, put faith in, and have confidence in others; to act with integrity; to assure that deeds are consistent with pronouncements.
 27. **Fun at Work** – Playfulness, ability to laugh and express humor, joking
 28. **Praise** -- To welcome and appreciate special recognition for having done well.
 29. **Quality of Work Life** -- To foster an environment that enhances personal dignity, feelings of self-worth, pride and self-respect; to enrich the quality of people's lives while at work.
 30. **Flexibility** -- Having the ability to change, adjust, accommodate, and to anticipate.
 31. **Opportunity to Learn New Things** -- The support and availability of time and resources to acquire new knowledge, skills and experiences
 32. **Honesty** -- To be trustworthy; incapable of being false; to have integrity.
 33. **Feedback** – To provide timely, essential, helpful, and needed information
 34. **Performance Rewards** -- To reward performance, outcomes, and accomplishments.
 35. **Making Money** -- To have a compelling desire to earn as much as possible; to be motivated by money; to regard money as the incentive to perform.
 36. **Succeeding/Moving Up** -- To be successful, to progress; to take on greater responsibilities; to broaden one's roles and responsibilities.
 37. **Wide Distribution of Roles** -- To have a culture where every member sets goals, develops plans, makes decisions, takes actions, is held accountable; every employee knows and applies managerial methods and techniques.
 38. **Competence** -- To possess the knowledge, skills, and abilities to perform and/or to learn
 39. **Dependability** -- To be counted on; to be trusted; to be relied on.
 40. **Broadmindedness** -- To be tolerant, accepting of others, and their values, views, ideas, and behavior.
 41. **Morale** -- Feelings of pride, confidence, well being, hope; a spirit of unity; dedication to a common purpose.
 42. **Profitability** -- To be economically vital and viable; to produce a gain from one's investments; to have excess of capital.
 43. **Sense of Urgency** -- A need for immediate attention; a call to action
 44. **Excellence** -- To establish very high standards for quality and achievement and strive to maintain them.
 45. **Wisdom** – Having a deep understanding, insight and knowledge, the ability to make good judgments
 46. **Legacy** – Making a difference today with tomorrow in mind, succession.
 47. **Balance** – Balancing time and effort between work, home and hobbies/outside interests.
 48. **Passion** – Intense emotional excitement, boundless enthusiasm.
 49. **Courage** – The willingness to take calculated risks & step outside of one's comfort zone.
 50. **Simplicity** – Lack of complexity, complication.
 51. **Status** – Holding a position of importance, high standing, and prestige.
 52. **Volunteerism/Service** – Serving the community, nonprofit organizations.
 53. **Achievement** – To aspire to the highest levels of excellence.
 54. **Change** – To look forward to and value change, continuous improvement, and doing things differently.

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- 55. **Effectiveness** – To execute with precision to achieve results
- 56. **Accountable** – To take responsibility for both actions and outcomes.
- 57. **Fitness** – To be physically in shape, optimal well being
- 58. **Structure** – To desire formality, process and systems