

Exercise: Personal Values Prioritization & Alignment

FOR YOUR CONSIDERATION: The Army Values—loyalty, duty, respect, selfless-service, honor, integrity, and personal courage—describe the values Army professionals are expected to uphold in the fulfillment of their duty to the Nation. Army professionals who embrace and live the Army Values are role models and standard-bearers for the organization.

In addition to prescribed military values, Army leaders may hold personal values that are not entirely captured by the Army Values. To accurately identify personal values, reflect on your life experiences and recall times when you:

- ❖ were either professionally or personally happy,
- ❖ experienced a sense of personal pride or accomplishment,
- ❖ had to make a tough decision about 'the right thing to do' that was unpopular or had negative consequences for you personally, or
- ❖ were in the midst of a crisis (professional or personal) and had to make an 'on the spot' decision.

What action did you take and what did it say about your values?

EXAMPLE: Brendan Eich's promotion and appointment as CEO at the Mozilla Corporation in March 2014 sparked controversy over a sizable donation he made in 2008 to support California Proposition 8, which sought to establish marriage as only recognized between a man and a woman. Only 10 days later after multiple staff resigned or protested, Eich announced his resignation, recognizing that he could not lead effectively given the situation.

INSTRUCTIONS: Scan through the values listed on the following page. Mark your top 10 to 12 personal values. After making your selections, respond to the questions following the personal values list.

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Check the block next to your top 10 to 12 personal values.

Loyalty	Grace	Professionalism	Intelligence
Duty	Order	Thoroughness	Security
Respect	Strategic	Clear-mindedness	Uniqueness
Selfless-service	Balance	Elegance	Contribution
Honor	Discipline	Humility	Exploration
Integrity	Growth	Prudence	Intellectual
Personal courage	Originality	Thoughtfulness	Status
-----	Strength	Commitment	Self-actualization
Accountability	Being the best	Empathy	Unity
Curiosity	Discretion	Independence	Control
Fluency	Happiness	Quality-orientation	Expressiveness
Shrewdness	Patriotism	Timeliness	Intuition
Accuracy	Structure	Community	Self-control
Decisiveness	Belonging	Enjoyment	Usefulness
Focus	Diversity	Ingenuity	Cooperation
Making a difference	Hard work	Reliability	Fairness
Simplicity	Perfection	Tolerance	Joy
Achievement	Success	Compassion	Vision
Democracy	Boldness	Enthusiasm	Correctness
Freedom	Health	Inner harmony	Faith
Mastery	Piety	Resourcefulness	Justice
Soundness	Support	Traditionalism	Self-reliance
Adventurousness	Calmness	Competitiveness	Vitality
Dependability	Dynamism	Equality	Family first
Fun	Helping society	Inquisitiveness	Leadership
Merit	Positivity	Restraint	Sensitivity
Speed	Teamwork	Trustworthiness	Wisdom
Altruism	Carefulness	Consistency	Courtesy
Determination	Economy	Excellence	Fidelity
Generosity	Holiness	Insightfulness	Legacy
Obedience	Practicality	Results-oriented	Serenity
Spontaneity	Temperance	Truth-seeking	Creativity
Ambition	Challenge	Contentment	Fitness
Devoutness	Effectiveness	Excitement	Love
Goodness	Honesty	Rigor	Service
Openness	Preparedness	Understanding	Continuous
Stability	Thankfulness	Improvement	Improvement
Assertiveness	Cheerfulness	Expertise	
Diligence	Efficiency		

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Reviewing the personal values selected, is there a theme (or themes) that characterize your selections? What would the 'headline' or '30-second elevator speech' conclude about your personal values?

Were any values important to you not listed? If so, list them below.

Compare and contrast your personal values with the Army Values. Where do you see areas of similarity and difference? Note them below.

Areas of similarity include:

Areas of difference or dissimilarity include:

Do the areas of similarity and/or dissimilarity between the Army values and your personal values prompt or persuade you to take any further action or make any changes? If so, write the reason and additional action(s) you will take.