



StudentKeys®

VALUES STYLE WORKBOOK

YOUR INVISIBLE MOTIVATORS

INTRODUCTION



Have you ever wondered why you respond differently to certain experiences than others? Have you questioned why others are more or less motivated than you? Ever wondered why others are not as passionate about the things you feel are important?

Mostly, it is because you operate on a system of values that is unique to you. Since your values style can determine your perception of the world, it is very important to understand it. Values affect the choices you make, the friends you choose, the career you pursue, your leisure activities, and even the words you say. In short, values determine how you live your life and where you will put your energies.

Conflict or tension can arise when you interact with an individual or group whose values clash with your own. You may not understand why someone questions your decisions, opinions, actions, beliefs, and attitudes. Without a clear understanding of differing values styles, you may become offended, hurt, or unsympathetic toward another person. If taken to the extreme, you may become fearful of interacting with another who seems to perceive the world differently than you. It is important that we stop to think about actions and reactions, and investigate our values in hopes to experience personal growth. By trying to comprehend and respect differing values systems, we gain an appreciation for others.



Your values system is invisible to you; yet, your values become apparent in your decisions and goals. Values styles and patterns studied over the years, and have been divided into four major categories making them easier to identify and understand. This Values Profile is designed to help you discover your own values style. Once this discovery is made, you can grow to understand and appreciate the differences in others. This understanding can become the foundation for building better relationships with the people in your life.

As you respond to the following profile, please be honest and open-minded. Keep in mind that no values style is bad, wrong, or abnormal. This assessment is not designed to label you in any way. Rather, it focuses on what is positive about your values and what can be learned about the values of others.

HIGHLIGHTING YOUR VALUES STYLE

Instructions: Refer below to the square that lists your highest style and second highest style. Mark an "X" next to the statements that describe you.

L Highest energy towards LOYALTY...



- I attempt to correct situations in which others have failed to follow through on their commitments.
- I expect others to share my work ethic and loyalty.
- I am concerned about what others think of me.
- I prefer to work within a cooperative group.
- I do not strive for or seek immediate rewards or gratification.
- I am very protective of my established "way of life."
- I am loyal to a mission or a belief system.

E Highest energy towards EQUALITY...



- I am prepared to overcome obstacles in order to obtain personal satisfaction and fulfillment.
- It is very important to me to respect the feelings and viewpoints of others.
- I dislike rules and regulations that conflict with my personal feelings or that appear to be unfair.
- I seek out positive role models.
- I am open to new challenges and methods, as long as they do not restrict me.
- I seek a balance between conformity and freedom.

P Highest energy towards PERSONAL FREEDOM...



- I engage in actions that will secure my emotional and psychological freedom
- I enjoy having enough control of situations to "do it my way."
- People may say I am a nonconformist.
- I don't mind challenging things that conflict with my viewpoint.
- I tend to focus on my pursuit of various life experiences.
- I prefer to exhibit my own style, rather than following fads and trends.

J Highest energy towards JUSTICE...



- I find it difficult to take forceful action or make strong decisions.
- To me, "how to live" and "how to play" are often more important than winning.
- It is crucial to me that I have a positive impact on the world around me.
- I take my responsibilities very seriously.
- I am motivated to act primarily by my conscience.
- I enjoy serving others and hold to a strong belief system revolving around everyone winning in some way.

SUMMARY



Based on the information in the Values Style Workbook, you should be able to better understand your invisible motivators and why you make certain decisions that affect your daily activities. As you begin to establish relationships with others at school or in the workplace, you will notice that values play an important role. Others could make daily decisions that might not line up with your particular value system.

When you find that your values clash with another person's values, please review the following suggestions:

- Be willing to understand another's values style and not presume that someone is making their decisions strictly to challenge you.
- Perception is reality until someone communicates correct and factual information in a respectful manner.
- Look for a place of common ground that can satisfy each of you when dealing with different values styles.
- Discuss your values system differences with your leadership and/or peers so they can make decisions that will be good for the entire group.
- Be careful not to become fearful of interacting with people who do not perceive the world exactly as you do.
- Be willing to understand and accept others' points of view in order to reach new levels of personal growth.
- Realize that just because people are different, they are not necessarily wrong.
- Don't exclude people who have conflicting values styles. They may view things differently than you, but no values style is better or worse than another.
- Each style has certain characteristics, strengths and limits. Understanding each style may help you shed new light upon everyday conflicts.