



Values Exercise: Card sort

Values can affect leaders in six different ways

According to England and Lee (1974), values can affect leaders in six different ways,

1. Values affect leaders' **perceptions of situations** and the problems at hand.
2. Leaders' values affect the **solutions generated** and the decisions reached about problems.
3. Values play an extremely important role in interpersonal relationships; they influence how leaders **perceive different individuals and groups**.
4. Values often influence leaders' **perceptions of individual and organisational successes** as well as the manner in which these successes are to be achieved.
5. Values provide a basis for leaders **to differentiate between 'right' and 'wrong'**, and between ethical and unethical behavior.
6. Values may also affect the extent to which leaders **accept or reject organisational pressures and goals**.

Values Card Sort

This card sort is useful for identifying, classifying and prioritising what is most important to you in terms of work. Things that you value do change over the years and it is useful to be clear about what is most important today.

On the next few pages is a form for you to describe what the top seven things you value mean for you and to record your results.

The Card Sort:

- Creates basic criteria to aid the decision-making process for various job options at a later date.
- Enables you to think of ways to fulfil those things you value in the workplace

- Looks at ways to have those things fulfilled outside of work - perhaps through voluntary work.

Instructions:

- Complete the card sort
- Limit 'Always Valued' to seven cards
- Sort 'Always Valued' and 'Often Valued' into priority order.
- Write the headings of cards onto the matrix on the following page.

Prioritised summary sheet of the things you value

Copy the headings of your Value Card Sorts as you have prioritised them.

This will provide you with a record of your choices.

- Give each of them a rating out of ten based on how well they are being met now (career/personal).

For example if your number 1 value is 'Working with others', does this mean 'enjoy working in a team environment where all members meet regularly to share ideas and work on joint projects'?

1	

2	

3	

4	

5	

6	

7	

Discuss ways to incorporate the things, which you value into your life.