



Company Values & Culture

VALUES WORKSHEET

Exercise & Discussion

From the list of values, select the 5 that are most important to your company. You can add to the list if needed. Keep in mind:

- *This is for you, about you and your company*
- *You are describing what is important to you and your employees*
- *Doesn't have to mean the others aren't important to you, or that someone else is wrong if they choose it*

Accountability	Financial Stability	Patience
Achievement	Flexibility	Peace
Adaptability	Forgiveness	Personal Development
Advancement	Formality	Pleasure
Adventure	Freedom	Power and Authority
Affection	Friendliness	Privacy
Authentic Communication	Friendships	Protection of Environment
Balance	Generosity	Quality
Beauty	Growth	Recognition
Change and Variety	Happiness	Relationship Building
Close Relationships	Health	Reliability
Collaboration	Honesty	Religion
Commitment	Humility	Reputation
Communication	Humor/Fun	Respect
Community	Independence	Responsibility
Compassion	Influencing Others	Sacredness of Life
Competence	Informality	Security
Competition	Inner Peace	Self-Discipline
Challenge	Interdependence/Collaboration	Self-Identity
Courage	Invention	Self-Reliance
Creativity	Justice	Sensitivity
Decisiveness	Kindness	Service
Democracy	Knowledge	Spirituality
Dependability	Leadership	Stability
Direction	Learning	Status
Education	Love	Support
Effectiveness	Loyalty	Time Freedom
Efficiency	Meaning	Trust
Empowerment	Meaningful Work	Truth
Enthusiasm	Mercy	Unity
Excellence	Moderation	Unselfishness
Expertise	Oneness	Validation
Faith	Order	Wisdom
Family	Ownership	Worth



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CULTURE AND VALUES

Culture and Values Exercise:

After selecting your values, chart your employees on the Values Matrix below.

- Do you have any Prima Donnas?
- Does anybody need to be invited to leave?
- What employees need training to move to a different quadrant?

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VALUES MATRIX

Are they living our values?

