

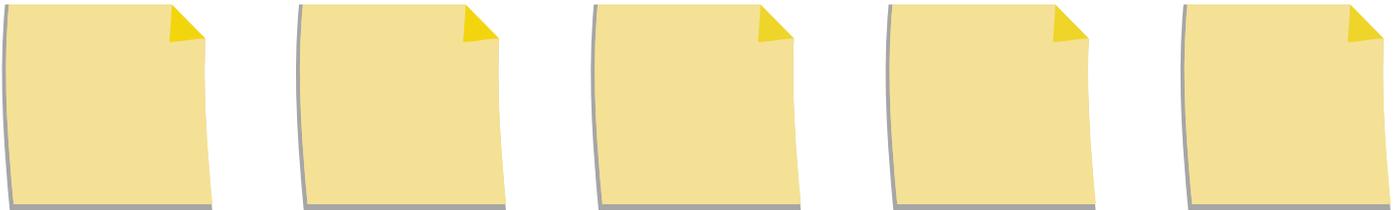
Define Your Values & Get Joy Out of Life & Work!

A clear understanding of your core values will keep you focused throughout your job search and help ensure you land in a position that maximizes your job satisfaction. Everyone's values are different, so finding alignment between your career and what matters most to you will require some self reflection.

First, let's break down the three types of values. After reading the definitions, jot down the top 5 that come to mind for each type. Try not to overthink it! Go with what your gut says.

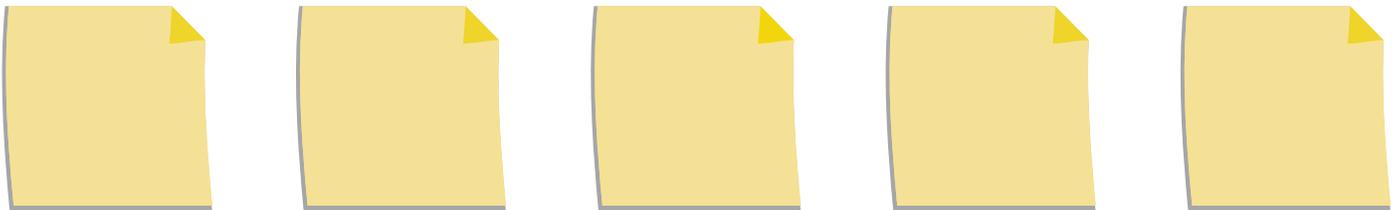
Intrinsic Values are internal motivations that allow you to derive meaning from your work. These are the intangible elements of your job that keep you engaged and connected to the work you're doing. These can include creativity, competitiveness, or a sense of giving back to society.

My intrinsic values include...



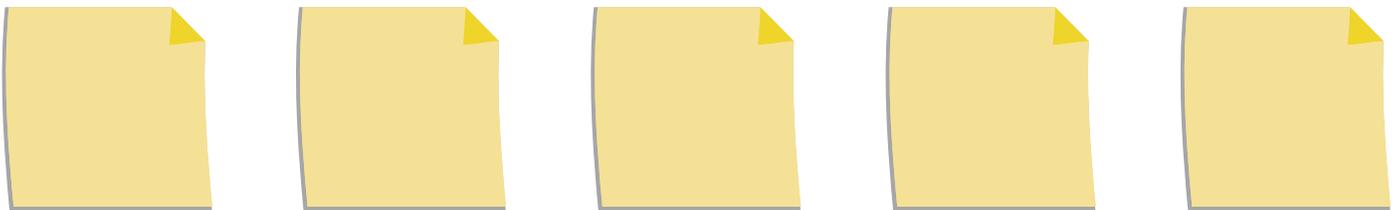
Extrinsic Values are external rewards and outcomes attached to the work you're doing, even if you don't find that work meaningful. These can include receiving recognition or a promotion for your contributions.

My extrinsic values include...



Lifestyle Values are your preferences for how you live your life and support your long-term life goals. These values are important to factor in, as certain career paths may not be compatible with your lifestyle preferences. These can include spending time with friends and family, ability to travel, the hustle and bustle of living in a big city, or the slower pace of a rural community.

My lifestyle values include...



Reflecting on key moments



Now that you've done some instinctual quick thinking, it's important to dedicate time to self reflection. These might be challenging questions to answer, but it's worth the effort! When you are aware of who you are and what you stand for, it's easier to make decisions that you feel good about.

Describe a time you felt really happy. What were you doing when you felt this way?

Describe a time you felt really proud of something you accomplished. How did this impact the way you felt about yourself?

Describe a time you felt really disappointed or frustrated. What made you feel this way?

Describe a time you felt really inspired and energized. What made you feel this way?

Re-envisioning success

When you hear the word "success" how does it make you feel? Does it make you flinch? Does it feel like an impossible mountain to climb? Does it make you feel like you're not good enough?

If the word "success" induces anxiety, you're not alone! Your idea of success - what it looks like and feels like - has been influenced by society, family, and friends. And this means that your definition of success might not be a true reflection of what you want and need out of life to feel happy, fulfilled, and guided by a sense of purpose. Rather, you might feel weighed down by all the things you *should* achieve.

Let's break down all those "shoulds" and map out what success really means to YOU!

On the left side of the table, write down everything you've been told you should be, do, want, have, and achieve to be successful. On the right side of the table, define success on your own terms. Consider what you would do, want, have, or strive toward to feel personally successful.

THE "SHOULD" OF SUCCESS	MY PERSONAL IDEA OF SUCCESS

Putting it all together

Remember when you went with your gut instinct and jotted down the first intrinsic, extrinsic, and lifestyle values that popped into your head? Let's re-visit what you wrote on those post-it notes.

Take a few moments to consider how those 15 values played a role in your responses to the self-reflection questions. Which values were present (or missing) when you felt happy, proud, disappointed, and inspired?

Now, take a moment to consider how those values can positively impact your personal idea of success. Which values will help you in living the life you want?

Did you notice any overlap? Did certain values appear more frequently than others?

Determine your non-negotiables! Since there are times in life where all our values cannot be met, this last activity is going to help you determine what your non-negotiable values are. These are the values that will guide you throughout life and empower you to reach your goals. They will also give you a clearer sense of your integrity and enable you to navigate complex situations and relationships in a way that feels right to you.



Return to the first page and set the timer for 30 seconds. Quickly X out values until you have only 3 left that are MOST important to you, regardless of category.

Write down your top 3 values. These core values will act as your internal compass and you won't compromise on these values.

My top 3 non-negotiable values are:

1

2

3



You've done some serious heavy lifting! Digging deep to really define your values and understand what you want out of life is no easy feat, so congrats to you!

Some of these reflection questions might have brought some feelings to surface you didn't know were there, but rest assured, experiencing mixed emotions is a totally normal part of this process. It's like decluttering, it gets messier before it gets clear and organized!

Need some extra guidance?

Contact me at laura@laurahartnell.ca to get clear on your values!