

Organizational Values Exercise

Yours: Place an “X” next to those values which are most important to you personally for your organization

Current: Place an “X” next to those values which you currently observe in your organization

Desired: Select 10 of the following values that have the most importance to your organization’s future success.

		Yours	Current	Desired	Notes
1.	Adaptation to change				
2.	Constructive confrontation/problem-solving				
3.	Continuous/process improvement				
4.	Contribution to society/community				
5.	Customer service excellence/focus				
6.	Data-based decisions				
7.	Dialogue/openness and trust				
8.	Diversity and equal opportunity				
9.	Employee development/growth				
10.	Employee empowerment				
11.	Energizing/visionary leadership				
12.	Ethical and legal behavior				
13.	Excellence in all we do				
14.	Growth/size of organization/revenue				
15.	High staff productivity/performance				
16.	High staff satisfaction				
17.	Individual/team/organizational learning				
18.	Innovation/creativity				
19.	Long-term strategic perspective/direction				
20.	Marketplace competitiveness				

21.	Participative management/decision-making				
22.	Partnerships and alliances				
23.	Profitability/cost consciousness				
24.	Quality of work life/morale				
25.	Quality products/services				
26.	Recognition of achievement				
27.	Respect/caring for individuals and relationships				
28.	Risk-taking				
29.	Safety				
30.	Speed/responsiveness				
31.	Spirituality				
32.	Stability/security				
33.	Teamwork/collaboration				
34.	Wise use of resources/eliminating waste				

Personal Values Exercise - LPI

Please select your top 5 values that are the most critical to you personally. You can have as many as you would like in the “Important” category, but only 5 in the Critical category.

		Critical	Important	Not Important
1.	Achievement/success			
2.	Autonomy			
3.	Beauty			
4.	Challenge			
5.	Communication			
6.	Competence			
7.	Competition			
8.	Courage			
9.	Creativity			
10.	Curiosity			
11.	Decisiveness			
12.	Dependability			
13.	Discipline			
14.	Diversity			
15.	Effectiveness			
16.	Empathy			
17.	Equality			

18.	Family			
19.	Flexibility			
20.	Freedom			
21.	Friendship			
22.	Growth			
23.	Happiness			
24.	Harmony			
25.	Health			
26.	Honesty/integrity			
27.	Hope			
28.	Humor			
29.	Independence			
30.	Innovation			
31.	Intelligence			
32.	Love/affection			
33.	Loyalty			
34.	Open-mindedness			
35.	Patience			
36.	Power			
37.	Productivity			
38.	Prosperity/wealth			
39.	Quality			
40.	Recognition			

41.	Respect			
42.	Risk-taking			
43.	Security			
44.	Service			
45.	Simplicity			
46.	Spirituality faith			
47.	Strength			
48.	Teamwork			
49.	Trust			
50.	Truth			
51.	Variety			
52.	Wisdom			
53.				
54.				
55.				

Personal Values Exercise

Please rank these from 1-15 with one being the most important to you personally and 15 being the least important.

		Actual	Desired
1.	Having good relationships with colleagues		
2.	Professional reputation/respect		
3.	Achievement of organization/unit goals		
4.	Teamwork and collaboration		
5.	Leisure time for enjoyment/fun		
6.	Wealth and prosperity		
7.	Fitness and health		
8.	Contribution/service to society/community		
9.	Acknowledging/recognizing others' achievements		
10.	Autonomy/freedom to act		
11.	Personal growth		
12.	Time with family/close friends		
13.	Ethical behaviors		
14.	Excitement and challenge		
15.	Spiritual/religious time		

15 Key Benefits of a Holistic Management System

Which of these benefits are still missing in your organization?

- 1. Organization-wide, proactive approach to a changing global world.
- 2. Executive team serves as a model of cross functional or horizontal teamwork.
- 3. Intense executive development and strategic orientation process.
- 4. Defined, focused, quantifiable outcome metrics that measure progress against goals.
- 5. Intelligent budget decisions based on a strategic plan.
- 6. Clear value proposition, positioning, and competitive advantage.
- 7. Reduced conflict and innovative employees.
- 8. Clear guidelines for day-to-day decision-making.
- 9. A critical mass for change.
- 10. All parts of the organization are aligned to common strategies and goals.
- 11. The barrage of management techniques have been clarified and simplified.
- 12. Empowered staff and middle managers.
- 13. Everyone in the organization is focused on the same overall framework and goals.
- 14. Accelerated implementation of core strategies and change initiatives.
- 15. Tangible tools for dealing with the stress of change.