



PART 1 - IDENTIFY YOUR 'VALUES POOL'

We are going to start by identifying some words that can help us articulate and define our values. We have given you 60 different ones - but if there are any words that you have found helpful that you don't think are covered - you'll find some blank cards in the set for you to add your own.

Start by reading through the cards and sorting them into 2 piles using the 'yes' and 'no' cards to help you. In the 'yes' pile, place the cards that your attention is drawn to and that resonate with you. In the 'no' pile place the cards that feel less of a priority for you.

It can be helpful as you do this, to notice any feelings that are stirred in you as you read through the words. Do any cause a strong reaction? Do any of them trigger a memory?

If you have more than about 15 cards in your 'yes' pile, read through the cards in that pile again, discarding the ones that are less important. You may need to repeat this several times until you are left with the 10-15 that feel **most** important to you.

These are the cards we are going to use as we reflect on different aspects of your values - you can put the rest back into the pack out of the way for now!

PART 2 - IDENTIFY YOUR WHY

As we reflect on our 'Why', we are going to explore our Passion and Purpose.

PASSION - What do you believe? What is most important to you?

Think and notice ... (you might find it helpful to jot down some of your thoughts and responses as you reflect on these questions)

- What are you passionate about? What stirs your heart?
- What needs have you noticed in your local community or wider that have grabbed your attention or maybe even broken your heart?
- What are the biggest influences in your life?
- What dominates your free time?
- What are the foundational beliefs that have shaped your approach to life?
- Are there any 'mantras' that you hold? -They may be key Bible verses or proverbs or quotes that you have read and refer to.

As you sit with those thoughts, can you summarise them into a couple of sentences or bullet points as you reflect on what matters to you in life? Write them in the Passion section of the values summary sheet. Remember - we are going to explore different aspects of the values you hold and the different ways that those values shape your approaches and your character - these sentences will not cover all of that. For now, we are simply trying to notice the core beliefs and passions that we hold.



reflect

Frederick Büchner, the American theologian, once said,

'Your vocation in life is where your greatest joy meets the world's greatest need.'

Reflecting on what you have written in the 'Passion' section - where are the overlaps between your passions and the needs you see in your family ... your work place ... your community ... your church?

PURPOSE What do you feel called to?

Read through the 15-20 cards in your 'keep' pile. This time we are going to narrow them down to the 5 that feel most important to you when you consider your purpose and what you want to do in life.

To help you with this, you might like to consider if any of the values cards you have fed into or are wrapped up and included in others.

For example - you might have the cards 'empowering' and 'freedom'. When you think of freedom - it might mean a sense of helping others to feel free to be themselves. Therefore, you might feel that 'freedom' can go on the discard pile for now as it is encompassed in the word 'empowering'.

Once you have your top 5 - can you place them in order of importance?

What are your top 2? Write them into the 'Purpose' section of the values summary sheet.

reflect

To what extent is there alignment or disconnection between what you are doing in life (your job, your role, your voluntary activities) and the values you have identified that you hold with regard to purpose?

For those involved in a church or other organisation - consider the activities that take place in your groups - the games, the discussion, the relationships and connections ...

Do they align with your Passion and Purpose? If so - how?

If not - what might need to change to enable you to work out of your values? Are there activities that might need to stop ... or start? What might you need to enable you to do this? ... training, resource, space, people ...

For example ... as they reflect on their purpose, a group might identify that a core value they hold is around enabling young people to explore faith. However, if they simply squeeze in telling a bible story each week before moving swiftly on to the next activity with very little opportunity for the young people to engage, reflect and question, they might recognise that their practice is not fully aligned with their values.

A disconnect between values and practice often indicates an issue with values concerning approach - which is why, having considered our Passion and Purpose, we are also going to explore Principles and Person...



PART 2 - SUMMARY

Reflecting on your **passion** and your **purpose**, can you write a sentence that sums up your 'why?'
To give you an idea - here's the 'Why?' of Wonderful Me!:

'Equipping churches to create safe spaces that enable every child to feel safe, seen, heard and valued - to be included and to flourish in the knowledge that they are loved by God.'

PART 3 - ARTICULATING YOUR 'HOW?' - APPROACH

Defining and articulating approach is something that is often overlooked. We can spend a lot of time talking about programme - what it is we are going to do - but we easily forget to be clear about 'how' we are going to do it.

Our 'How?' connects our 'Why?' with our 'What?'. Sometimes, groups have identified and articulated their 'Why?' - their Passion and Purpose - and seemingly have activities in place that link well with that - but somehow, it doesn't quite seem to work. In those situations - it is often because they have not brought any clarity to the approach that they are wanting to bring.

For example, a group may be passionate about creating safe and accessible spaces for children who are neurodivergent (their 'Why?'). They may have spent time fundraising to create a beautiful and well-equipped sensory space (their 'What?'). However if their team then bring an approach that is all about compliance and expecting children to sit still regardless of what is happening, it is unlikely that the environment they create will feel safe and accessible. This is where exploring and articulating your approach, and the principles that shape that approach, becomes so important.

Our 'How?' is also important on a personal level. I once worked as part of a team where passion and programme were completely aligned. I was fully on board with what they were doing and why they were doing it - which is why I was so surprised when I found it such a challenging environment to work in. As I learned more about values, I came to understand that our values surrounding approach were very different. While, for me, journeying with the one in a very person centred approach was super important, within the team there was an importance placed on growth and big numbers. While that 'rub' was very challenging, reflecting on values was what enabled me to identify the underlying issue.

PRINCIPLES - How do you go about it? (For teams and organisations)

To reflect on this aspect of our approach, we are going to explore our principles. While values and principles, strictly speaking, are not quite the same thing, they are best friends and the language used to articulate them is very similar.

Values are internal and subjective - based on personal beliefs that guide our behaviour.

Principles are external and objective based on natural laws.

For example, an organisation may have a principle of 'inclusion' based on the fact (the natural law) that we are each unique and diverse - fearfully and wonderfully made!



A tool I find helpful in shaping and articulating principles is something called PACE.

PACE is an acronym used to inform a trauma sensitive approach that I have used to articulate my 'How?'. It stands for Playfulness, Acceptance, Curiosity and Empathy and is shaped by an understanding of the way that trauma affects a persons development, emotional and physical responses and their mental state.

Look through the 10 - 15 words in your values pool. Based on what you know about your purpose (what it is you are doing) and learning you have acquired about how to go about it well, are there any words that might be helpful in defining the approach you are seeking to bring?

Choose 3- 4 words that sum up the approach you are seeking to bring and write them in the 'Principles' section of the Values Summary Sheet.



Can you think of any examples of when you have seen these 'principles' in action?
What might it look like to define this approach with your team?
Is there any further training or support that you might need to help you develop this area further?

PERSON - What shapes your character? (For individuals)

The final characteristic we are going to explore is a more personal aspect of your 'How?' as we reflect on how your character shapes the approach you bring. What is important to you about the way in which you go about what you do?

Hopefully the words in your 'values pool' are beginning to feel a little more familiar to you. This time, as you read through them and sort them into a 'yes' pile and a 'no' pile, think about the values that shape your personal approach to life.

It can be helpful to think about things that you are good at here. What do others notice about you? When you are given helpful compliments, are there any character traits that are often mentioned? We are not always great at noticing our own strengths - this is a really helpful point to draw others in and have some conversations with friends and family members close to you who you trust.

Keep sorting until your 'Yes' pile has no more than 3 cards. Remember - this isn't about writing a wish list - try to think about what is important to you and reflect on what others have noticed about you.



For example - 1 of the words I chose for my person values was Learning. 'Every day is a school day' is a favourite saying of mine and part of the reason I have loved exploring the world of Special Educational Needs is the fact that the more you learn, the more you realise there is to learn. Every child I journey with has their own strengths and challenges, quirks and passions. I continually need to ask myself 'how can I enable THIS child to flourish?'

Having learning as a core 'person' value has developed curiosity in my approach as I have journeyed with struggling children and has fuelled my passion for reflective practice.

When you have identified your 3, you can write them in the Person section of the Values Summary Sheet.



How are each of these personal values lived out for you?
How do they shape what you do and how you do it?
Are there any areas of your life where it feels challenging to hold your personal values?

KEEP EXPLORING

So, that's the Values Identifier tool! How did you find it? Were there any surprises along the way? ... Is there anything that needs more thought and further unpacking?

Our hope is that you have found this a helpful process that has fuelled your thinking, sparked your curiosity and enabled reflection. My suggestion is that you see this as the first step in the process. I'd encourage you to sit with your thoughts a while longer. Look through what you have written and pray about it ...

Is there anything you feel God is drawing your attention to?

Is there anything about what you have written that is making you uncomfortable? Why might that be?

What aspects of your life enable you to live out your values?

Can you remember a time where you felt you were in a sweet spot - where you felt all of your values were coming together?

Is there any part of your life that feels misaligned with your values?

And, if you would like further support and resources check out the Wonderful Me! and The Resource websites ...



Lisa
www.wonderfulme.org.uk



Ali
www.theresource.org.uk



PASSION

What do you believe?

PURPOSE

What do you feel called to?

<input type="text"/>	<input type="text"/>
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PRINCIPLES

How do you go about it?

<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

PERSON

What shapes your character?

<input type="text"/>	<input type="text"/>	<input type="text"/>
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Summary

To

so that