

Values Hierarchy

A tool for identifying your values

by Matthias Holighaus



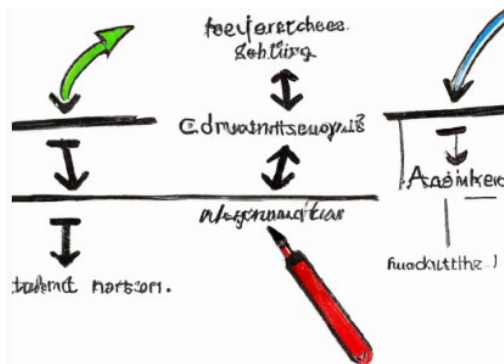
Value Hierarchy

Preliminary Notes:

The values hierarchy is a tool for identifying and organising a person's values. It is based on the assumption that each person has a hierarchy of values that influence their decisions, actions and goals.

The tool can be used to understand which values are most important to a person and to better understand their behaviour and motivation. It can also help resolve conflicts between different values and make decisions that are in line with one's values.

The values hierarchy can be created in a number of ways. A common method is to create a list of values and then rank them according to their importance and significance.



Another way is to reflect on situations in which a person or a character has shown values and then analyse them to identify the underlying values.

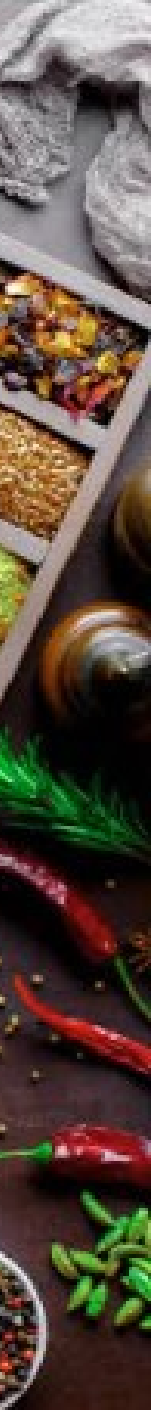
It is important to note that a person's hierarchy of values can change over time and may also depend on external influences. Therefore, it should be reviewed and adjusted regularly.

How to use this tool:

1. Filter out the 10 most important values from a list of values* or in personal reflection (with the help of different experiences, situations, stories...). Key questions:
 1. *What is important to me? Where am I fully committed? What values do I see in these situations?*
 2. *What values must be in place in order for me to enjoy working in this context?*
 3. *What values must be in place in order for me to develop in the best possible way?*
 4. *Which character (from a comic or a story) embodies values that inspire me?*
2. List these values in area A on slide #5 (without priority)
3. Next, compare all pairs of values with each other. Circle the more important value (see example on slide 5). (Is value 1 or value 2 more important to me? Value 2 or value 3? etc.).
4. Then transfer the amount of circles to table B.
5. The corresponding order of priority (according to the amount of circles) can then be entered in table C.
6. Area D (optional) gives the opportunity to enter, for example, personally perceived values of "my" organisation and to compare them with one's own values. Key questions:
 1. *Do the values lived in my team/organisation suit me?*
 2. *Do my values fit to my role in the organization?*

* Sources:

- See next page – inspired by Toni Robbins' „6 Human Needs“
- Barrett Values Centre - <https://www.valuescentre.com/tools-assessments/pva/> (Test in German, English, Spanish...)
- and e.g. <https://scottjeffrey.com/core-values-list/>



Example Values:

CERTAINTY

Thoughtfulness " Contemplation " Bonding " Simplicity " Family "
Peace " Piety " Coziness " Certainty " Faith " Credibility " Origin "
Comfort " Continuity " Longevity " Organization " Privacy " Realism "
Tranquility " Spirituality " Stability " Structure " Traditionalism "
Reason " Insurance " Trust " Trustworthiness " Satisfaction

SIGNIFICANCE

Serenity " Aggressiveness " Recognition " Domination " Celebrity "
Affirmation " Being the best " Dominance " Assertiveness "
Effectiveness " Efficiency " Honor " Ambition " Making a difference "
Influence " Uniqueness " Elegance " Determination " Success "
Seriousness " Achievement " Expertise " Excellence " Focus "
Leadership " Winning " Persistence " Heroism " Challenge " High-
spiritedness " Control " Achievement " Leadership " Power " Potency "
Precision " Wealth " Fame " Self-control " Confidence " Victory "
Significance " Strength " Superiority " Adoration " Fortune " Global

CONNECTION/LOVE

Acceptance " Balance " Authenticity " Popularity " Charm " Reverence "
" Honesty " Empathy " Relaxation " Fairness " Flexibility " Friendship "
Kindness " Cheerfulness " Hospitality " Calmness " Justice "
Conviviality " Goodness " Harmony " Heart " Cordiality " Courtesy "
Inclusion " Comradeship " Koinonia " Cooperation " Love " Loyalty "
Mildness " Sharing " Compassion " Participation " Charity " Closeness "
Openness " Respect " Gentleness " Sensitivity " Sensuality " Solidarity "
Sympathy " Teamwork " Faithfulness " Affability " Unbiasedness "
Connection " Forgiveness " Understanding " Warmth " Accessibility "
Listening " Affection

Value Hierarchy

UNCERTAINTY/VARIETY

Adventure " Variety " Excitement " Exuberance " Courage "
Momentum " Discovery " Fascination " Freedom " Speed "
Inspiration " Intensity " Boldness " Courage " Originality " Proaction "
Revolution " Spontaneity " Surprise " Independence " Playfulness "
Daring " Wildness

GROWTH

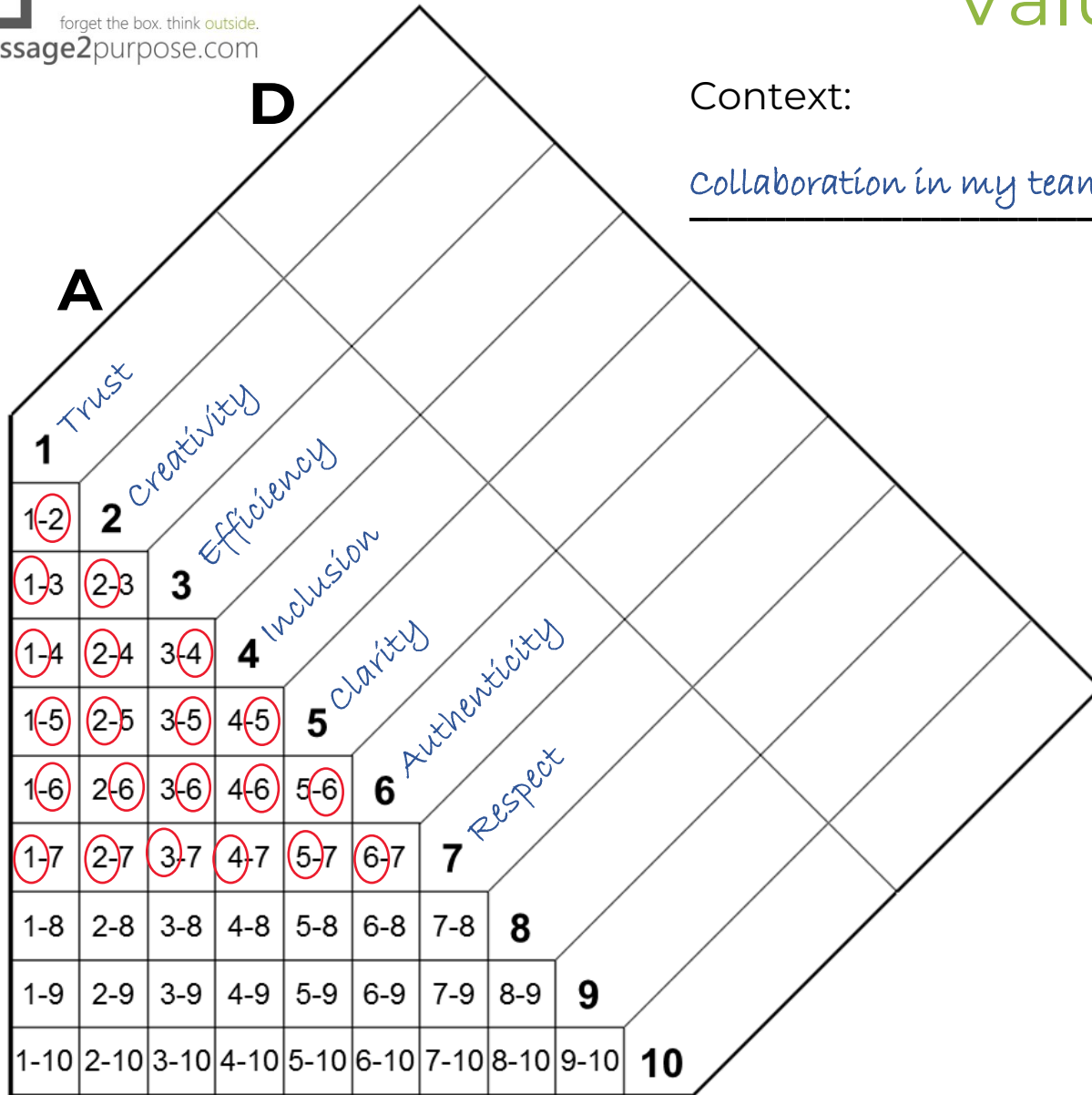
Activity " Drive " Open-mindedness " Attention " Training "
Expressiveness " Eagerness " Independence " Innovativeness "
Ecstasy " Energy " Enthusiasm " Inventiveness " Insight "
Encouragement " Extravagance " Extraversion " Resourcefulness "
Free-spiritedness " Joy " Fearlessness " Skillfulness " Agility "
Generosity " Cheerfulness " Hope " Humor " Intuition " Youthfulness "
" Clarity " Cleverness " Ability " Creativity " Vitality " Vivacity " Passion "
" Learning " Fashion " Motivation " Maturity " Curiosity " Optimism "
Imagination " Presence " Finesse " Richness " Smartness " Beauty "
Self-confidence " Fun " Abundance " Pleasure " Variety " Vision "
Vitality " Growth " Perceptiveness " Wisdom " Knowledge " Thirst for
knowledge " Wittiness

CONTRIBUTION

Accuracy " Adequacy " Adaptability " Adaptability " Decency "
Applicability " Sacrifice " Sincerity " Perseverance " Persistence "
Willingness " Restriction " Usefulness " Gratitude " Humility " Service "
" Discretion " Discipline " Diligence " Giving " Prayer " Patience "
Obedience " Precision " Self-sufficiency " Thoroughness "
Helpfulness " Devotion " Hygiene " Integrity " Correctness "
Sustainability " Usefulness " Orderliness " Perfection " Duty "
Pragmatism " Punctuality " Purity " Cleanliness " Neatness "
Selflessness " Modesty " Care " Frugality " Support " Appreciation "
Reliability



Value Hierarchy



Context:

Collaboration in my team (office)

B

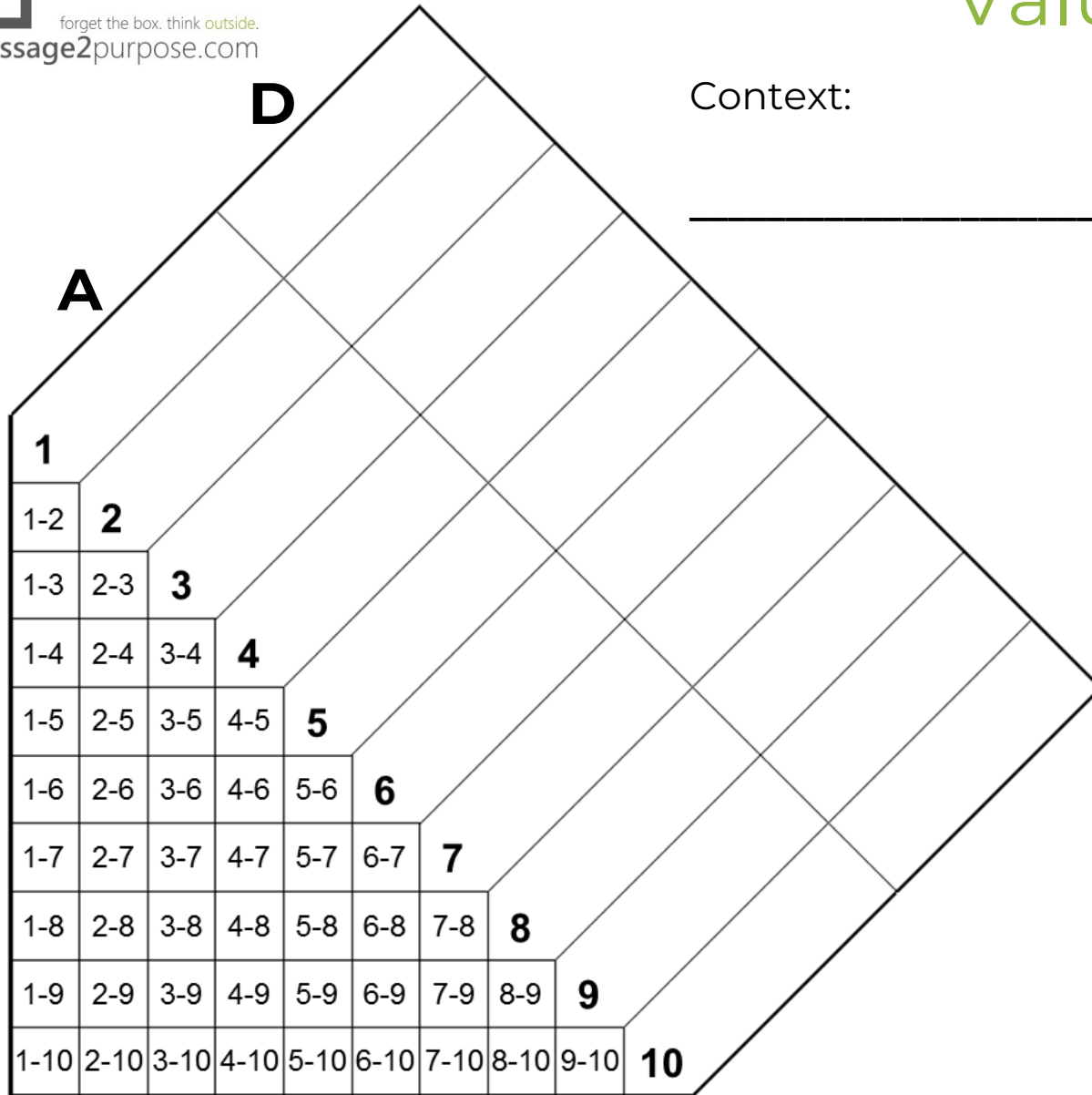
Value No	Count
1	3
2	5
3	1
4	2
5	4
6	6
7	0
8	
9	
10	

C

1	Authenticity
2	Creativity
3	Clarity
4	Trust
5	Inclusion
6	Efficiency
7	Respect
8	
9	
10	



Value Hierarchy



Context:

B

Value No	Count
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	

C

1	
2	
3	
4	
5	
6	
7	
8	
9	
10	



For more information or a no-obligation **strategy call**:

<https://calendly.com/p2p-coaching/info>



Matthias Holighaus is passionate about helping people, teams and organisations reach their full potential. He values excellence, authenticity, sustainability, a servant attitude and genuine listening.

Two decades of international experience in coaching, coaching training (more than 2000 hours), leadership development, change management and organisational analysis summarise his rich professional experience.



"Matthias Holighaus has real coaching skills and a great talent of working out the REAL problems and coming up with individual solutions that come from me and I can therefore implement."

- Tobias K. (Entrepreneur, Cyprus)

