**VALUES-REFLECTION
AN HONEST APPRAISAL OF MY LIVED VALUES, AND HOW WELL THEY ALIGN WITH THE VALUES OF OTHER STAKEHOLDERS**

**THE ANTICIPATED BENEFITS OF THIS TOOL**

This tool is designed to assist you to reflect on how strong your Lived Values are in relation to supporting people to have more control and choice over their lives and to be involved in valued roles in mainstream community life.

It also gives you the chance to think about the extent of any difference between your Lived Values and those of other stakeholders involved.

It also helps you to think about what actions you could take, and with what supports, to lead the strengthening of your own Lived Values and those of other stakeholders.

This can help build the potency of your own helpfulness to the person you serve, and that of other stakeholders involved. Such is the nature of leadership in the art of true helpfulness.

**HOW TO USE THIS TOOL**

Starting at the top left corner of the table, you rate how strongly your actions reflect these two values. Use a scale of 1 to 10, where 1 means your actions do not reflect these values at all, while 10 means that *everything* you do in service to the person strongly reflects these values.

Moving along the row, you then think about what could help you deepen your own decisions and actions in support of these values. V and you think about what/who could help you with this.

You then rate each of the other stakeholders in the same way, and notice any difference between the rating you have given them compared to the one you gave for yourself.

Then you can think about what you could do to reduce any difference (for example between your actions and those of your employer), and what/who could help you with this.

Come back to the tool as often as you need, but do come back to it, so you can gauge change and growth.

**TABLE TO MAP LIVED VALUES AMONG THE KEY PEOPLE INVOLVED IN A PERSON’S LIFE**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STAKEHOLDER** | **CONTROL & CHOICE(CIRCLE ONE NUMBER)** | **VALUED ROLES(CIRCLE ONE NUMBER)** | **EXTENT OF DIFFERENCE BETWEEN THIS STAKEHOLDER AND ME** | **THE ACTIONS I COULD TAKE TO REDUCE THE DIFFERENCE AND/OR RAISE THE SCORE** | **THE SUPPORTS THAT COULD HELP ME WITH THIS** |
| ME | 1 2 3 4 5 6 7 8 9 10 | 1 2 3 4 5 6 7 8 9 10 |  |  |  |
| MY BOSS/EMPLOYER | 1 2 3 4 5 6 7 8 9 10 | 1 2 3 4 5 6 7 8 9 10 |  |  |  |
| OTHER FRONTLINE STAFF | 1 2 3 4 5 6 7 8 9 10 | 1 2 3 4 5 6 7 8 9 10 |  |  |  |
| OUR FUNDER | 1 2 3 4 5 6 7 8 9 10 | 1 2 3 4 5 6 7 8 9 10 |  |  |  |
| THE PERSON I SERVE | 1 2 3 4 5 6 7 8 9 10 | 1 2 3 4 5 6 7 8 9 10 |  |  |  |
| SIGNIFICANT OTHERS IN THE PERSON’S LIFE | 1 2 3 4 5 6 7 8 9 10 | 1 2 3 4 5 6 7 8 9 10 |  |  |  |
| OTHER PARTY (Specify who it is, for example another service agency, or housing provider, etc) | 1 2 3 4 5 6 7 8 9 10 | 1 2 3 4 5 6 7 8 9 10 |  |  |  |

**Now go to next page**

**My Action List**

From the above rating table right-hand columns, make decisions about the actions you will take that will help you deepen your Lived Values, and also those of other stakeholders involved. Also include actions about where you will go for help with this.

Think about concrete actions you could do in the near future (say, in the next 1-3 months) and write them down, one on each line, in the left hand column below. Then give yourself a target date for each one. The right-hand column can help you track your progress and mark the glory of you completing them ☺

|  |  |  |
| --- | --- | --- |
| **Actions I am taking to strengthen my Lived Values and/or those of other stakeholders involved** | **Target date** | **Progress** |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

**Ok, I’ve looked at how I’m going, and I’ve got some actions in place to deepen my skills. Now what?**

Update this regularly, say every three months, so that you are regularly making time to check in on how you are going and what you can do next to deepen Lived Values.