

Values Self Analysis Form (Systematic Management)

Look at the descriptions at either end of each line of boxes. Try and identify your own leaning or balance in a particular work situation, and tick the box which most represents it.

Do it for those in your work, or in any other community to which you belong, but not family.

Would it be different for family, or for another community? Why? Are you a different person in different situations?

Service (A)

Seeking a clearly defined and worthwhile cause, and being totally committed to fulfilling it

Very A More A Than B Slightly A Slightly B More B than A Very B

Wanting to make a difference in this world, and to add value to the lives of others

Trying to understand those who I can serve, and to identify their real needs

Finding ways to love and support those around me, irrespective of what they might deserve

Standards / Achievement (A)

Maintaining worthwhile standards and goals, and using them to guide my actions

Very A More A Than B Slightly A Slightly B More B than A Very B

Developing a clear picture of exactly what I am trying to achieve with my life

Facing up to the challenges of the situation, and proceeding with persistence against adversity

Being patient – willing to sacrifice short term gains and benefits for longer term goals

Harmony / Balance (A)

Building interdependence through relationships and projects that depend on others for success

Very A More A Than B Slightly A Slightly B More B than A Very B

Seeking to share my challenges and successes with others, and being willing to accept the risks

Subjugating my own position and ego to the needs and demands of my colleagues/team-mates

Desiring to love others and to see them grow and develop, and encouraging them in this

(B)

Seeking to ensure that others are fair to me, and looking after my own interests

Wanting to build up my own life, and to gain and enjoy material luxuries

Trying to make sure that others understand me, and to ensure my rights

Finding ways to ensure that justice is maintained, and that people are treated as they deserve

(B)

Maintaining an open mind, and going with the flow as far as possible

Developing my options as and when opportunities arise, changing my goals as necessary

Facing up to the realities of the situation and taking the path of least resistance

Being pragmatic – taking the quick wins rather than wrestling with long term implications

(B)

Building independence through ensuring I am fully capable of achieving my goals

Seeking to reduce my vulnerability through self-reliance and building my individual credibility

Competing with others for influence & resources to ensure the success of my tasks, activities & projects.

Desiring to maximise my own growth through encouraging others to support me

Structure / Belonging (A)

Seeking to conform to the system and its rules and to develop it from within

Accepting responsibility for those things I can influence for others, & trusting them to play their part too.

Looking for the consistency and patterns in events, and seeking to develop a deeper understanding

Being willing to be one part of the whole, and respecting the system over my own individual needs

Very A More A Than B Slightly A Slightly B More B than A Very B

(B)

Seeking to follow the optimum route & avoid the limitations of the system where it does not add value

Accepting that I cannot trust others to care about my interests, and that I need to look after number one.

Looking for the unique characteristics of each individual event and addressing it accordingly

Being willing to put my own rights above the needs of the system, and to stand up for what is mine

Knowledge / Wisdom (A)

Ensuring all my responses are open and honest, and dedicating myself to the truth

Valuing information, and seeking to ensure decisions are based on facts and data

Seeking to identify an understand the underlying reasons for incidents and events

Wanting to explore the wisdom and experience of others, and to seek their feedback on me.

Very A More A Than B Slightly A Slightly B More B than A Very B

(B)

Ensuring that information is presented to best advantage, to achieve the greatest good

Valuing intuition, and preferring to make quick decisions based on hunches than sift through data

Seeking to keep life simple and let the end justify the means – if it ain't broke don't fix it.

Wanting to influence the perception of others, and to challenge any unfavourable opinions of me

Spiritual Growth / Maturity (A)

Seeing to love wherever possible, and to develop my capacity to love – I see love as my primary goal

Striving to see myself as I really am and to fully understand my flaws and limitations

Seeking out difficult, challenging & uncomfortable situations in order to encourage my personal growth

Endeavouring to understand my motives and drives in order to behave in a more enlightened way

Very A More A Than B Slightly A Slightly B More B than A Very B

(B)

Seeking to love only those who love me – I see love largely as something that I am subject to

Striving to realise my full potential to be whatever I truly want to be, without limitation

Seeking to avoid uncomfortable situations in order to enjoy life wherever possible

Endeavouring to justify myself by adhering to standards and establishing my rights

Options for how this form might be used:

Think of two or three recent projects

Think of the last exercise, where would your colleagues score you on these scales? Thinking of what was actually going on in your mind at the time, on which evaluations would they be right? Where might this be generally true of you in similar situations? What would you like your profile to be? Why? Why does it differ from what you actually do? Do you want to change it? How could you set about doing so?