INTRODUCTION

Introduce yourself and welcome participants to the learning experience. Give them an opportunity (if the group is not too big) to introduce themselves. If necessary, remind them of why you are teaching these skills (refer to the beginning of the Coach’s Stand Teaching Timeline). You might review any skills you have already covered.

The word “value” usually refers to something that is important to someone. When organizations talk about the values they hold, they often mean the qualities, behaviors and attitudes that are vital to creating a purposeful, supportive, effective workplace. In coaching, we talk about values in a similar way. They serve a purpose similar to your Coach’s Stand. They are attitudes and attributes that are core to who you are. If you are living your life from your values, you are at your peak of who you are as a human being. When you start letting values fall by the wayside, you can feel off-balance, dissatisfied, even angry. Our values are guideposts that mark how we follow the path of our best life.

We’re going to do an exercise to help you discover, meet again, your personal values.

PEAK EXPERIENCE EXERCISE

Think of a time when you could say, “Life just doesn’t get any better than this.” Maybe this time was a moment, maybe it was a day, maybe it was even longer. Really bring to your mind the picture of yourself at that time. Imagine what you are doing, who is with you, what the surroundings are like. What makes this time so wonderful? What are the colors here, the temperature? How does your body respond in this time, in this place? Really get as specific as you can.

Objective:

- Learn how to listen for and help others discover their values
[Get someone to share their experience and ask the group to name what is important to that person. Check in after the group has named the values and ask the person how the group did in identifying them. Repeat this with one more participant.]

How did you know what was important to the people who spoke? Where did you get that information from within you? You may have been using your intuition, which is an inner knowing we all have. We experience it in different ways. Some people experience it as a thought, others as a feeling in their gut, or their heart that they then speak to. Wherever it comes from for you, pay attention to it in doing this exercise. Also listen with your transformational listening to what lies deeper than the words of the person’s story.

[If they are unfamiliar with transformational listening, ask them to listen to the stories from a level deeper than just the words, notice the energy in the person’s voice and notice where the story had particular impact on the person speaking.]

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<thead>
<tr>
<th>30 mins.</th>
<th>VALUES PRACTICE EXERCISE</th>
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<tr>
<td>Set Up:</td>
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<td>• Put participants in groups of 3.</td>
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<td>• Each person gets a chance to tell their peak experience and then the two guess their values.</td>
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<td>• One person serves as recorder so everyone walks away with list of</td>
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**Objective:**
- Practice listening for values from intuition
- Context about
| 10 mins. | their values.  
| | • Remind participants to use their intuition, what they may already know about the person sharing their experience, as well as to listen to the story with their transformational listening. (3 rounds, 10 minutes each) |

**DEBRIEF**  
- How can you use values with your coachees, organization and community?

**Why do we bother to do values?**  
- Values are a blueprint for decision-making.  
- Values get you out of the muck when you can’t remember what matters to you.  
- Values can help co-workers and staff find more satisfaction.  
- Values have to be honored for us to be happy, but they do not have to all be honored in every part of our lives. You might not fulfill your value of adventure at work, but you can find ways to spend your non-work time bringing adventure present to your life.  
- Part of coaching is to get better and better at hearing values in those around you.  
- Values give energy to any planning or action process.  

**why values are important and useful**