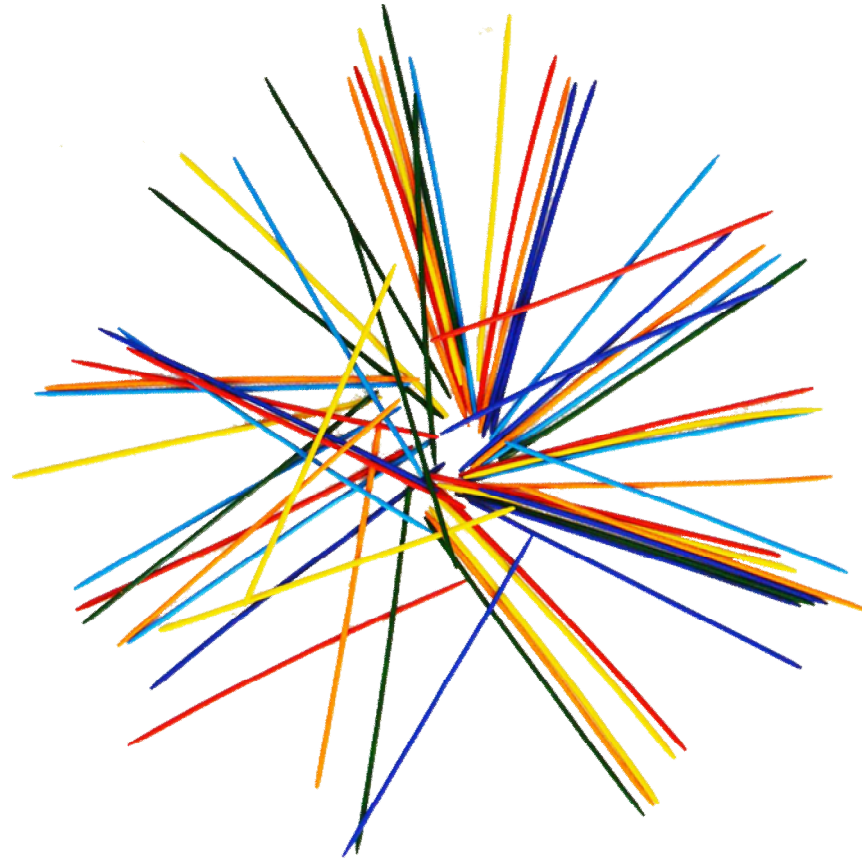


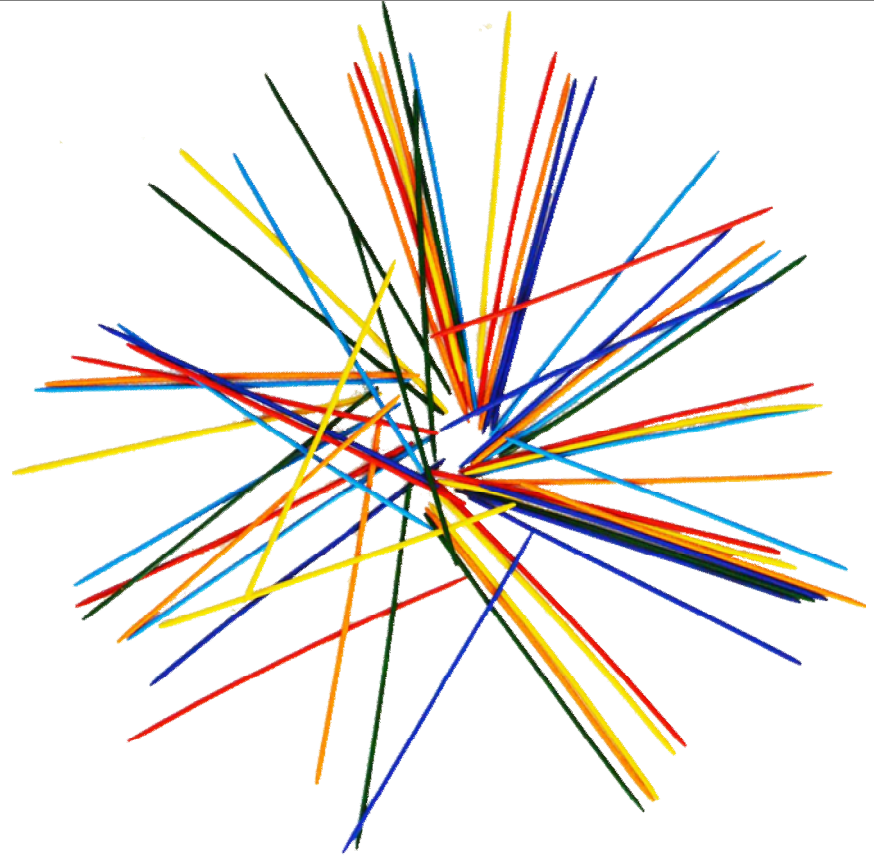
Understanding Values Perspectives



Kairios  Cheryl De Ciantis, Ph.D. & Kenton Hyatt, Ph.D.

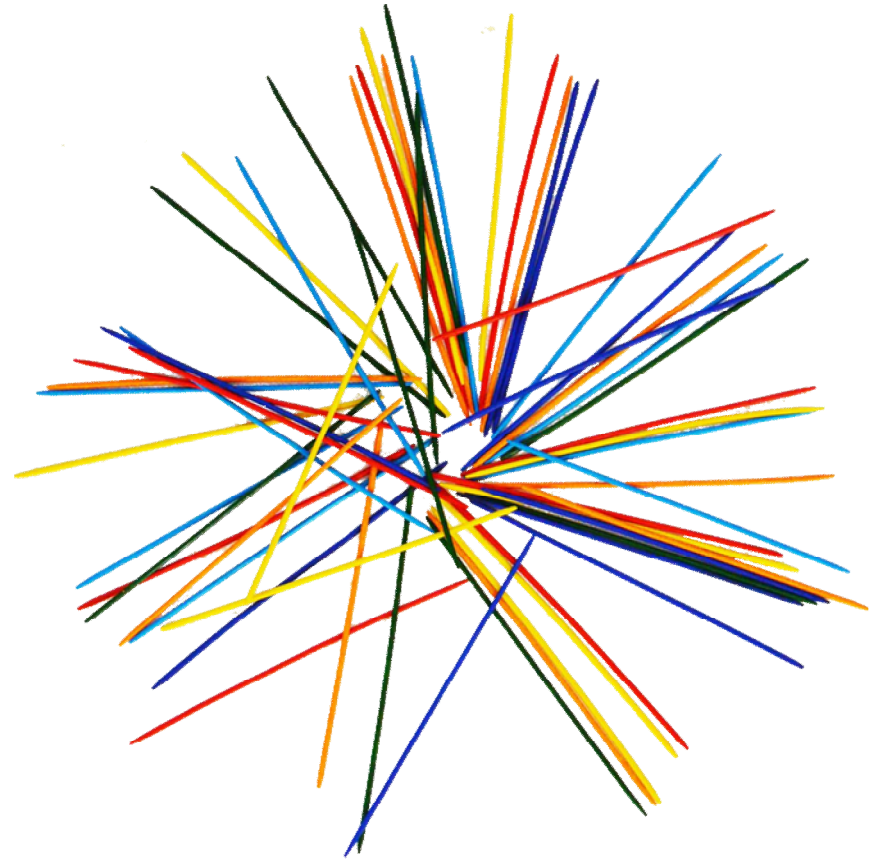
What do YOU think?

What are values?



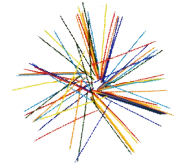
Why are values important?

What are values?



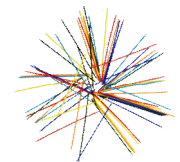
A value is a human quality to which we attribute importance which we express by means of what we think, say and do and recognize in what others say and do.

Values are energy

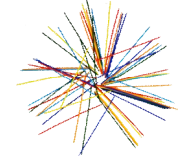




Values are choices



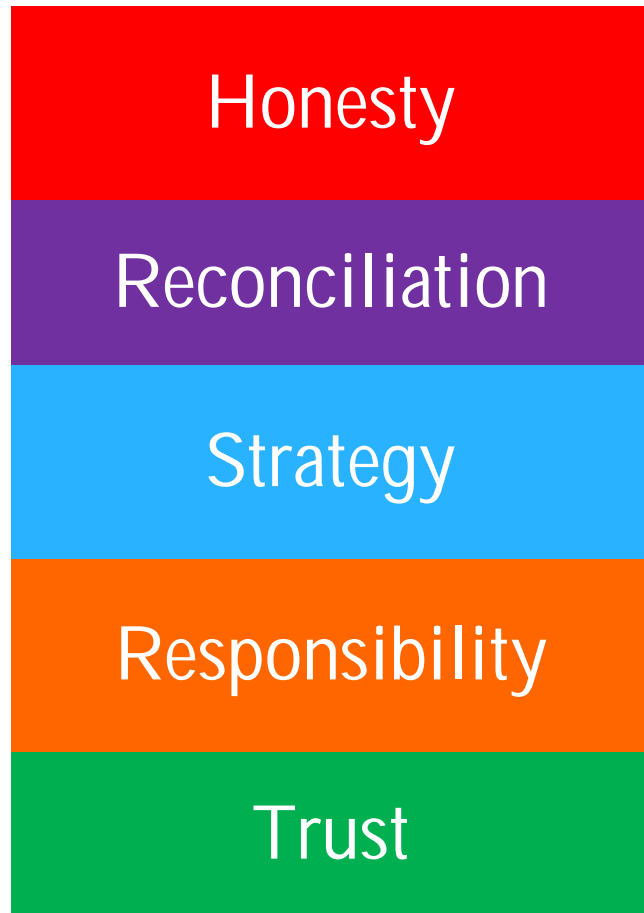
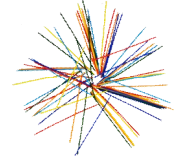
By yourself



...rank the following values in order of importance

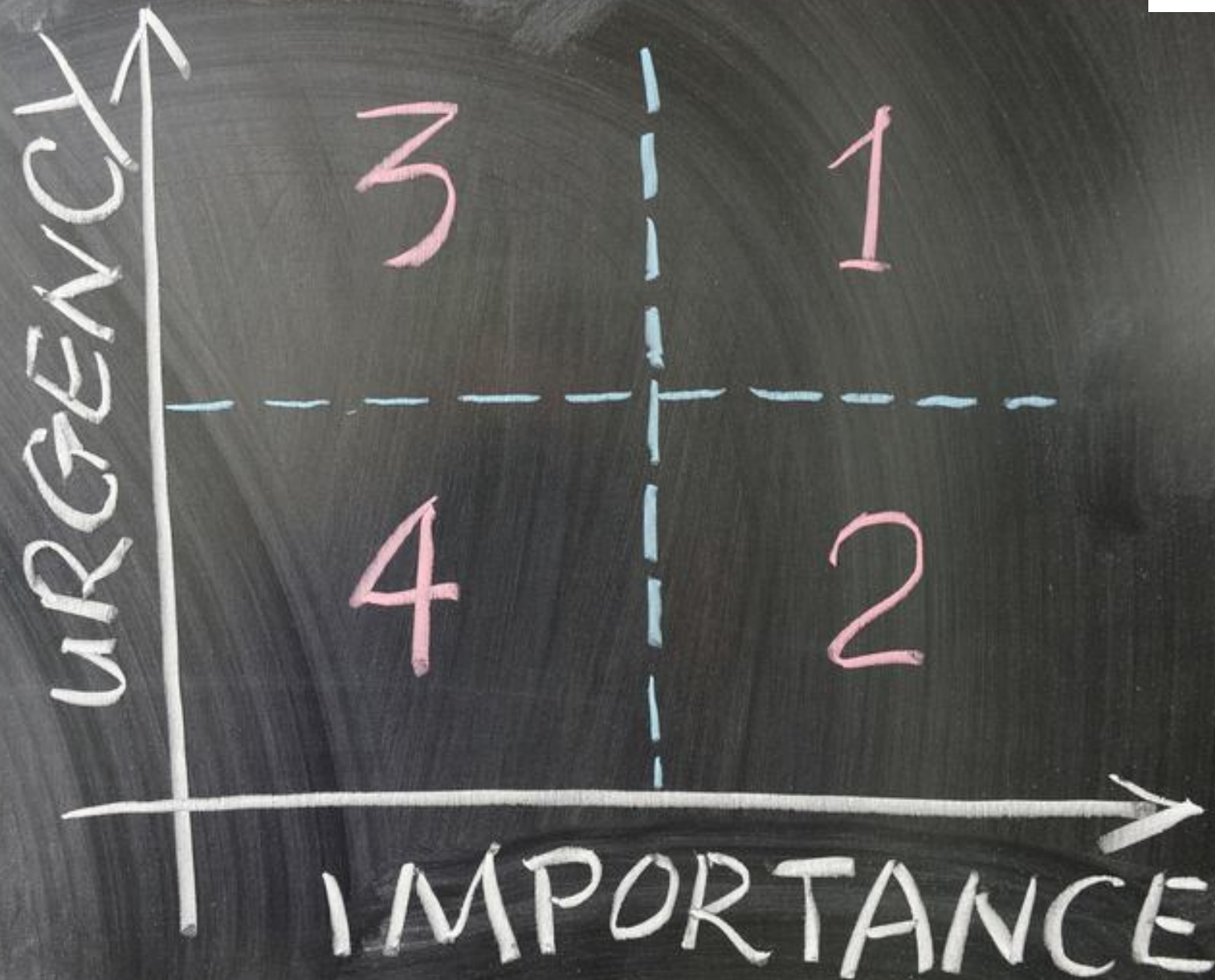
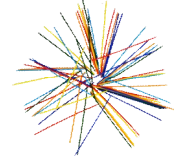
Honesty	Truthful expression of information, Thoughts, and feelings.
Reconciliation	Re-establishment of harmony, restoration of Relationships between people or concepts which were previously in conflict.
Strategy	Taking into account possibilities and alternatives when planning for the future.
Responsibility	Being accountable for people, a specific set of duties, or a project.
Trust	Be confident that one's positive expectations of others will be confirmed, or be depended on in like manner.

In conversation, share:

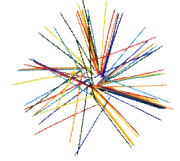


- Why you rank-ordered these values as you did
- What these values mean to you (give examples)

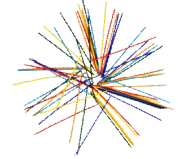
Values are priorities



Values cluster to make meaning



Different clusters = different people



Honesty + Independence



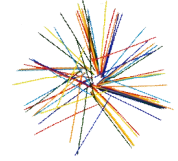
- *Who are these people?*
- What is important to them in their lives?
- What kinds of relationships might these people seek out, and how would they behave in relationship with others?

Honesty + Community

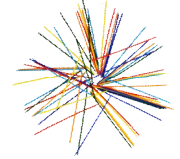


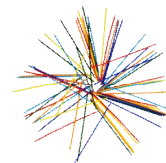
- What kinds of jobs or work might they feel energized by?
- By what kinds of behaviors might others guess that they value **Honesty + Community**, or **Honesty + Independence**?

Different people define values differently



Dialogue is how we learn about values

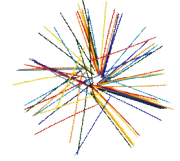




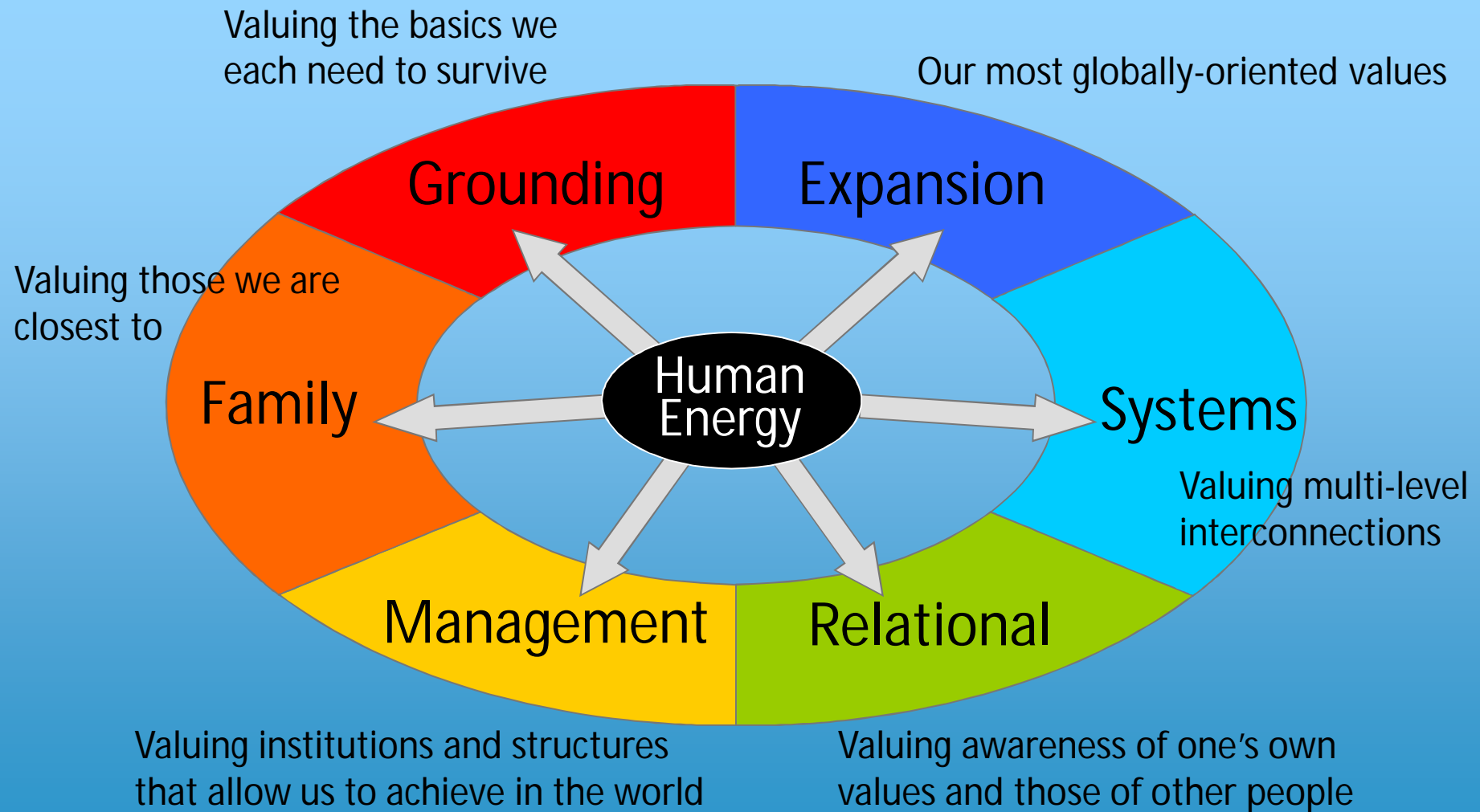
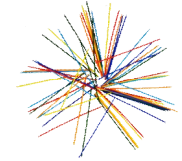
Safety is key



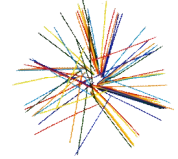
Knowing your Perspective bias is vital



We each have a values perspective

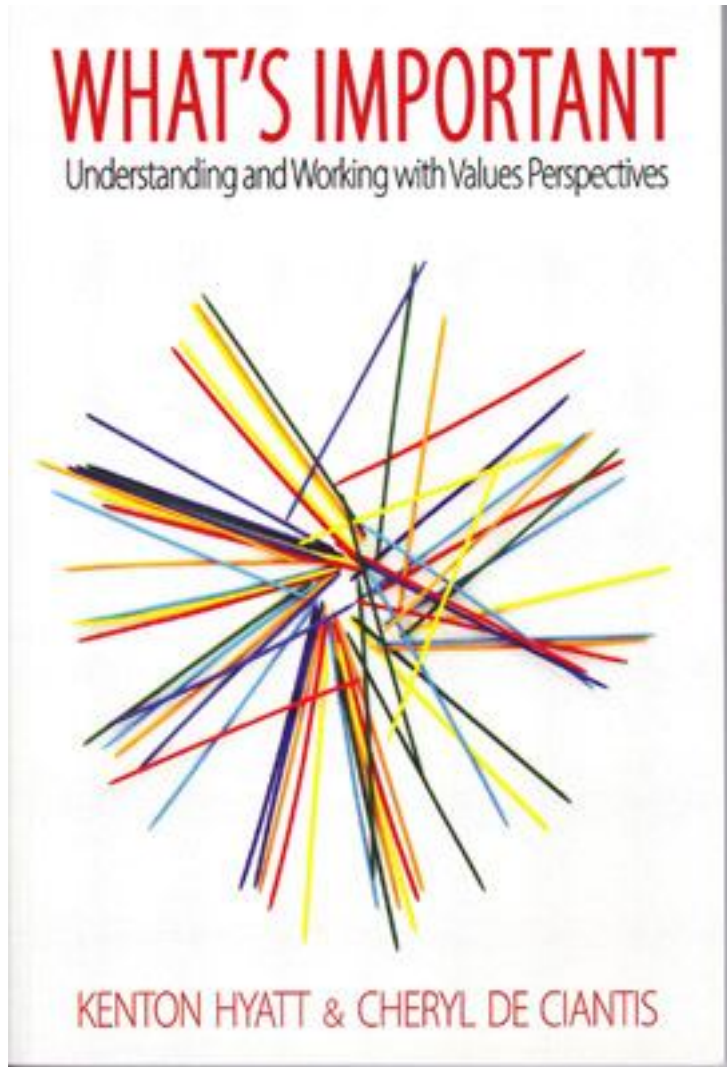
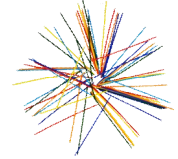


How will you look at people now?



("Soundsuits" by artist Nick Cave, photos by James Prinz)

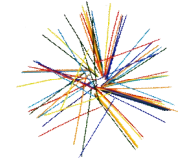
Recommended reading



If you would like to know more about Values Perspectives:

kairios.com

Values dynamics



More structure

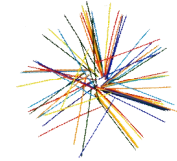
More dynamism

Grounding	Family	Management	Relational	Systems	Expansion
Surviving and fulfilling basic needs for life	Kinship and social affiliation	Establishing and maintaining stability	Taking individual responsibility for developing one's own potential	Interaction within dynamic groups, networks and larger systems	Guides to the future, our goals and aspirations
The most fundamental view toward the world	Our most basic relationship to self and others	Influencing within hierarchal contexts	Concern with the quality of one's relationships with others	Influencing beyond our individual scope	A "pull" toward globally-oriented vision
Necessary for a solid life foundation					

Narrower scope

Wider scope

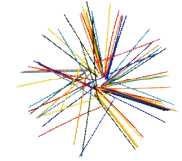
The Nature of Growth



Grounding	Family	Management	Relational	Systems	Expansion
Surviving and fulfilling basic needs for life	Kinship and social affiliation	Establishing and maintaining stability	Taking individual responsibility for developing one's own potential	Interaction within dynamic groups, networks and larger systems	Guides to the future, our goals and aspirations
The most fundamental view toward the world	Our most basic relationship to self and others	Influencing within hierarchal contexts	Concern with the quality of one's relationships with others	Influencing beyond our individual scope	A "pull" toward globally-oriented vision
Necessary for a solid life foundation					



Values "Reach"



More structure

More dynamism

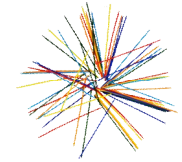
Grounding	Family	Management	Relational	Systems	Expansion
Surviving and fulfilling basic needs for life	Kinship and social affiliation	Establishing and maintaining stability	Taking individual responsibility for developing one's own potential	Interaction within dynamic groups, networks and large systems	Guides to the future, our goals and aspirations
The most fundamental view of life					"all" toward oriented
Necessary for a solid life foundation					

Being able to "reach" across perspectives

Narrower scope

Wider scope

Basic values clusters



Foundation		Focus		Vision	
Surviving and fulfilling basic needs for life	Kinship and social affiliation	Establishing and maintaining stability	Taking individual responsibility for developing one's own potential	Interaction within dynamic groups, networks and larger systems	Guides to the future, our goals and aspirations
The most fundamental view toward the world	Our most basic relationship to self and others	Influencing within hierarchal contexts	Concern with the quality of one's relationships with others	Influencing beyond our individual scope	A "pull" toward globally-oriented vision
Necessary for a solid life foundation					

