Understanding Values Perspectives

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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
...rank the following values in order of importance

<table>
<thead>
<tr>
<th>Value</th>
<th>Definition</th>
</tr>
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<tbody>
<tr>
<td>Honesty</td>
<td>Truthful expression of information, Thoughts, and feelings.</td>
</tr>
<tr>
<td>Reconciliation</td>
<td>Re-establishment of harmony, restoration of Relationships between people or concepts which were previously in conflict.</td>
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<tr>
<td>Strategy</td>
<td>Taking into account possibilities and alternatives when planning for the future.</td>
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<td>Responsibility</td>
<td>Being accountable for people, a specific set of duties, or a project.</td>
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<td>Trust</td>
<td>Be confident that one’s positive expectations of others will be confirmed, or be depended on in like manner.</td>
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In conversation, share:

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

![Importance vs. Urgency Matrix](https://via.placeholder.com/150)
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

Valuing the basics we each need to survive

Our most globally-oriented values

Valuing those we are closest to

Valuing multi-level interconnections

Valuing institutions and structures that allow us to achieve in the world

Valuing awareness of one's own values and those of other people
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

**Grounding**
- Surviving and fulfilling basic needs for life
- The most fundamental view toward the world
- Necessary for a solid life foundation

**Family**
- Kinship and social affiliation
- Our most basic relationship to self and others

**Management**
- Establishing and maintaining stability
- Influencing within hierarchal contexts

**Relational**
- Taking individual responsibility for developing one's own potential
- Concern with the quality of one's relationships with others

**Systems**
- Interaction within dynamic groups, networks and larger systems
- Influencing beyond our individual scope

**Expansion**
- Guides to the future, our goals and aspirations
- A “pull” toward globally-oriented vision

**More structure**
- Narrower scope

**More dynamism**
- Wider scope
The Nature of Growth

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Being able to “reach” across perspectives
## Basic values clusters

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