



# CARE OF VALUES



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# Care of values

## Main aim of the module

Learning about intrapersonal values  
and why they are important in achieving our goals at work.

## Objectives

- Understanding what values are
- Understanding how work values affect decision-making and productivity
- Understanding that values change as we grow up





## What are values?

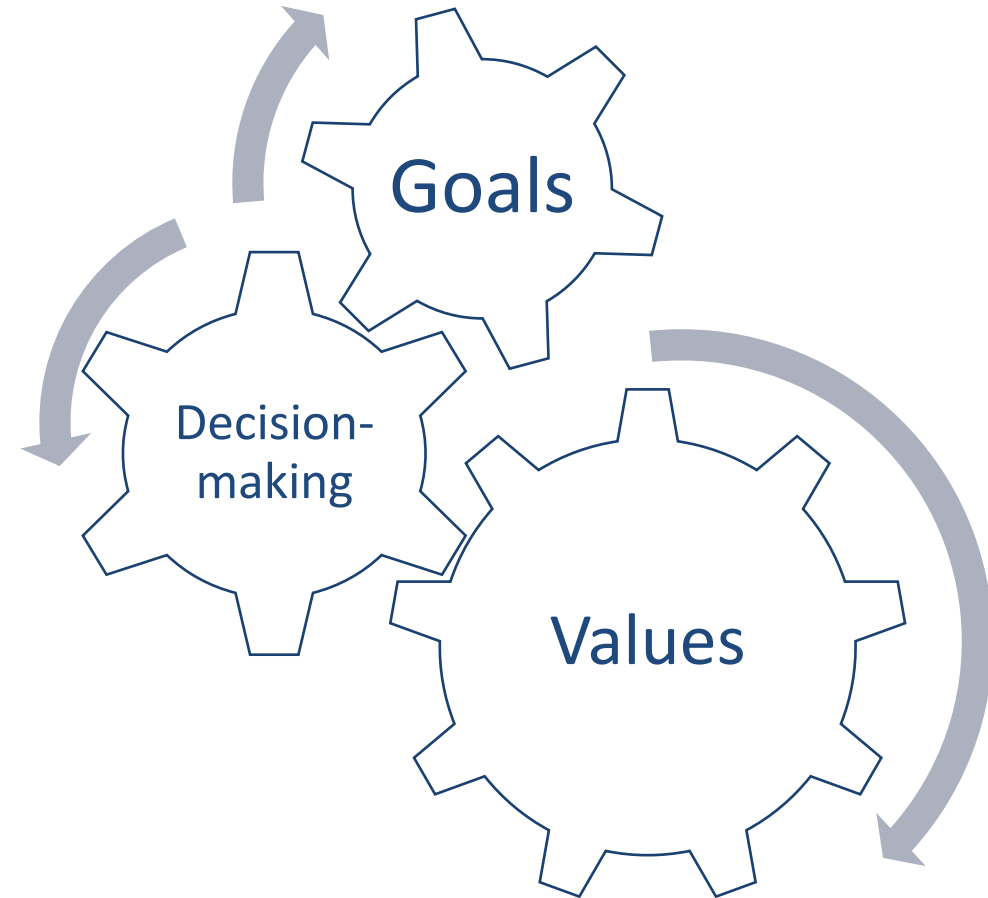
Values allow us to guide our behaviour in order to fulfil ourselves. They are fundamental beliefs that help us to prefer, appreciate and choose some things over others, or one behaviour over another. They provide us with a guideline for formulating personal or collective interests, feelings and convictions.





## What do we use values for?

Values help us to set goals based on them and to make decisions. In order to do so, we must be in agreement with our own decisions and the goal we want to achieve.

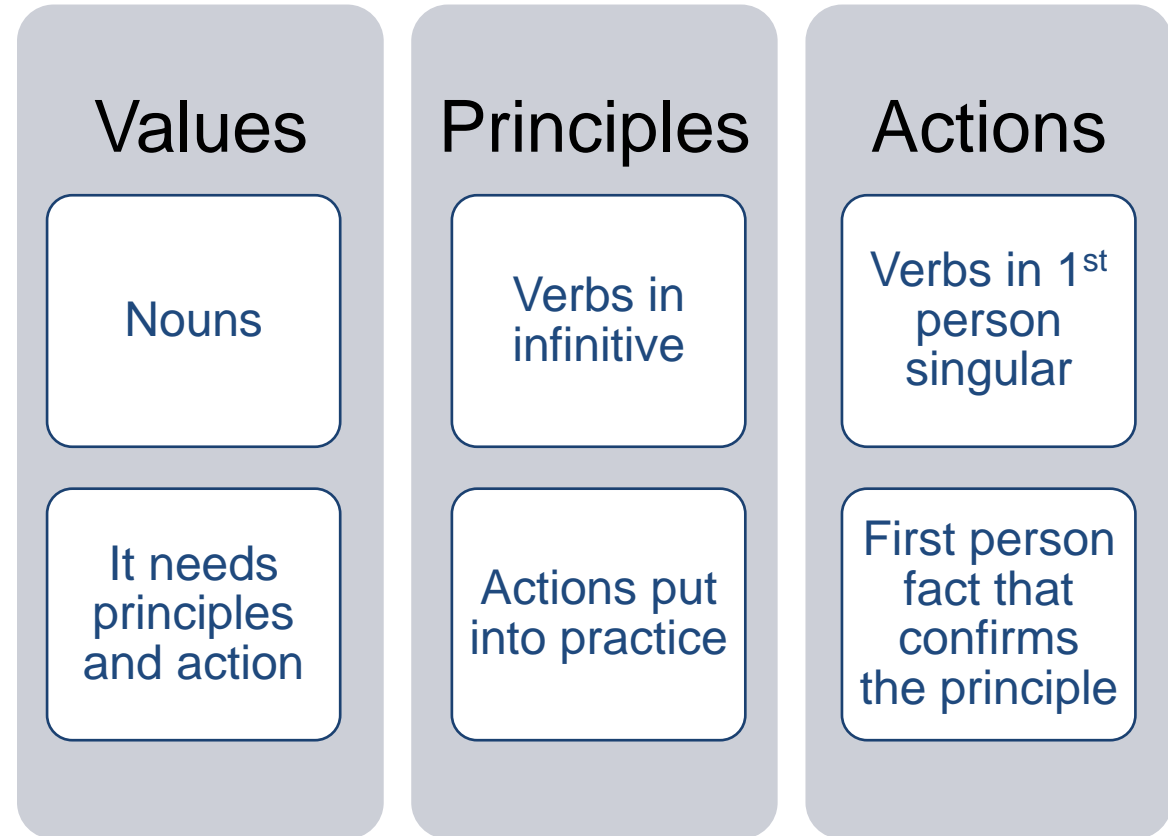




# Personal values

## Values, actions and principles

Values are intentions that are turned into actions through principles. For example: If a woman wants to have a child, her **intention** (value) is maternity, the **principle** is to stop smoking and the **action** is the fact that she doesn't smoke.





## Personal values

A valuable person is one who lives according to the values he or she believes. That is why we tend to relate values to rules and norms of behaviour, but in reality they are decisions. We decide to act in a certain way because of what is important to us as a value. We believe in our values and they are special to us. This generates emotions such as:

**Joy**

- When things happen according to your values

**Anger**

- When our rules or values are not met

**Guilt**

- When we do not act according to our values



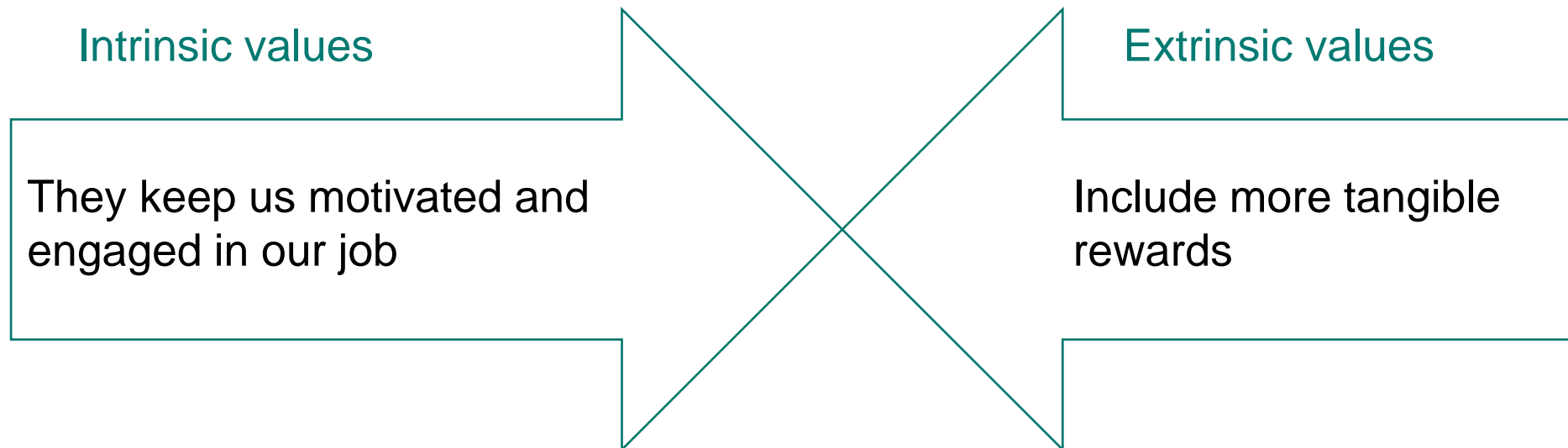


# Personal values



## Work values

These values are an essential part of who we are and can be categorized as intrinsic and extrinsic.



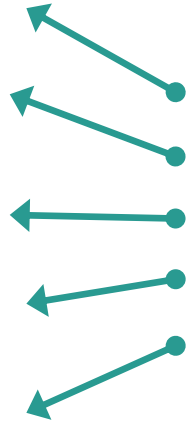




# Personal values

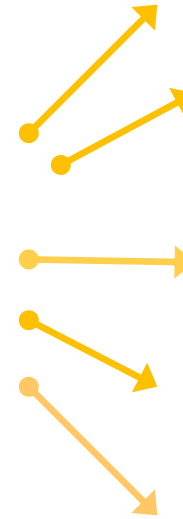
## Intrinsic values

- Being creative
- Having variety
- Feeling respected
- Learning new things
- Experiencing challenging work



## Extrinsic values

- High salary
- Health benefits
- Flexible work policy
- Unlimited vacation days
- Good work environment





## Personal values



Just like personal values, work values have to do with your preferences, purpose and desired path. It's important to consider these values as you explore your current job satisfaction level and think about future career development.

Liz Cannata, Sr. Manager of HR Operations at  
CareerBuilder.





## Why is **care of values** important?

Values help us to create the future we want to experience. The decisions we make are a reflection of our values and beliefs and they are always directed toward a specific goal: the satisfaction of our individual or collective needs. If we keep our values in mind this will bring benefits for both us and the company as we will be happier and therefore more productive.

## Slow work

### SNAIL



One of the things that the SNAIL project wants to encourage is to take time to work on each task and focus on our values.



This will help us make better decisions. If we are not focused on work, it is because we are making the decision to focus on something else.

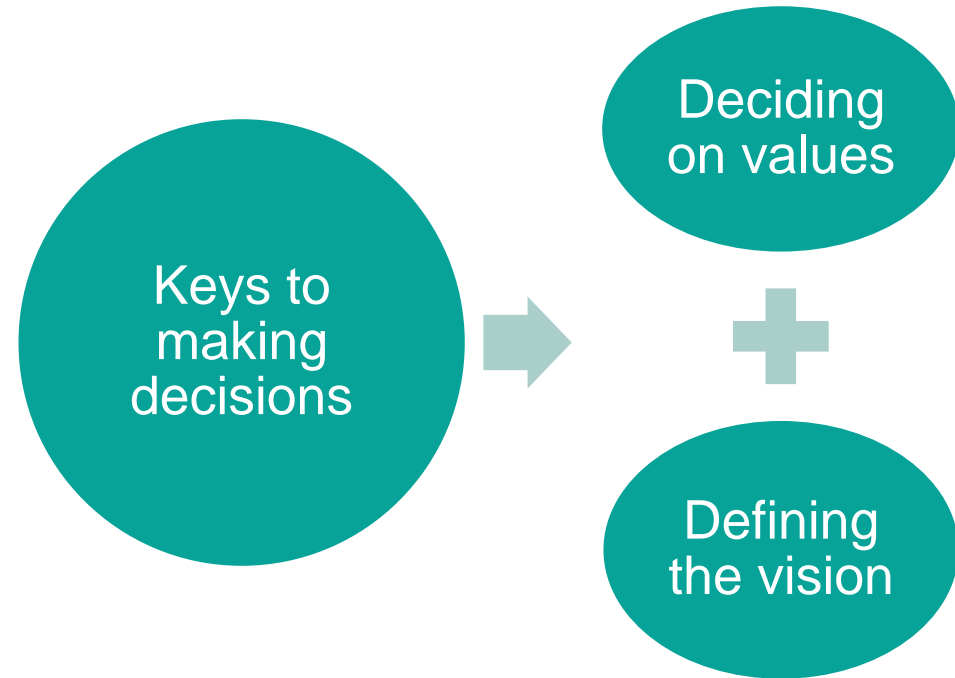




# Decision-making

The two reasons why it is difficult to make a decision are:

1. Lack of defined values: it is important to know what values you build your life on.
2. Lack of vision: it clouds the present and makes it more difficult to make decisions. When we are clear about the destination we want to reach deciding means discarding options that do not bring us closer to that place.





# Decision-making

When our values are clear we make good decisions but when they are not it can lead to poor decision making.

## Good decision-making

- Vision: We see our goal
- Values linked to the objective we set . It is very important to be clear about them
- Emotional balance

## Poor decision-making

- Not being clear about the objective
- Not being clear about the values to reach the objective
- Making decisions under a non-operational emotional state

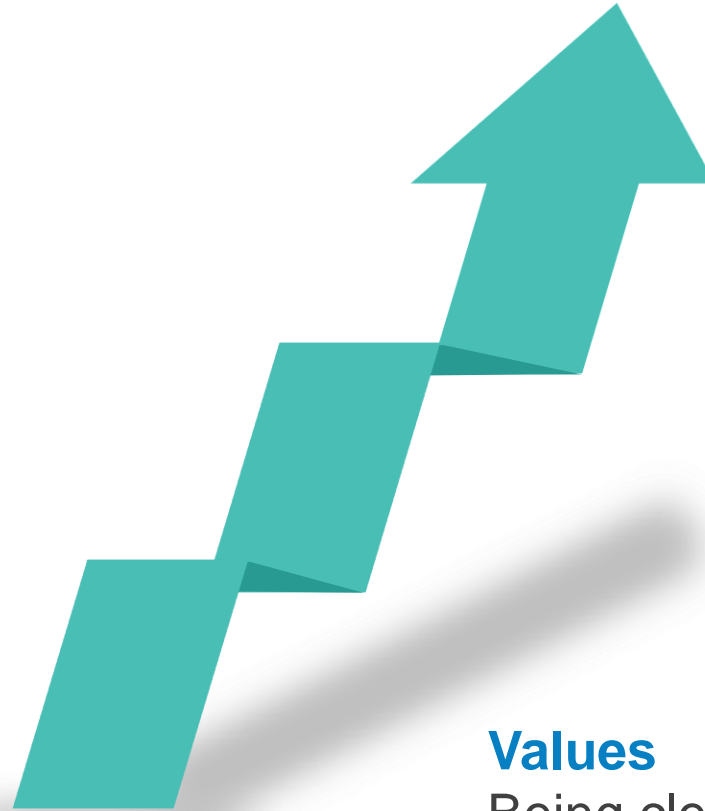




# Decision-making

## Decisions

When we use our values to make decisions, we make a deliberate choice to focus on what is important to us.



## Objective

If we are clear about our values, it will lead us to achieve our goal and it will be sustained over time.

## Values

Being clear about our values

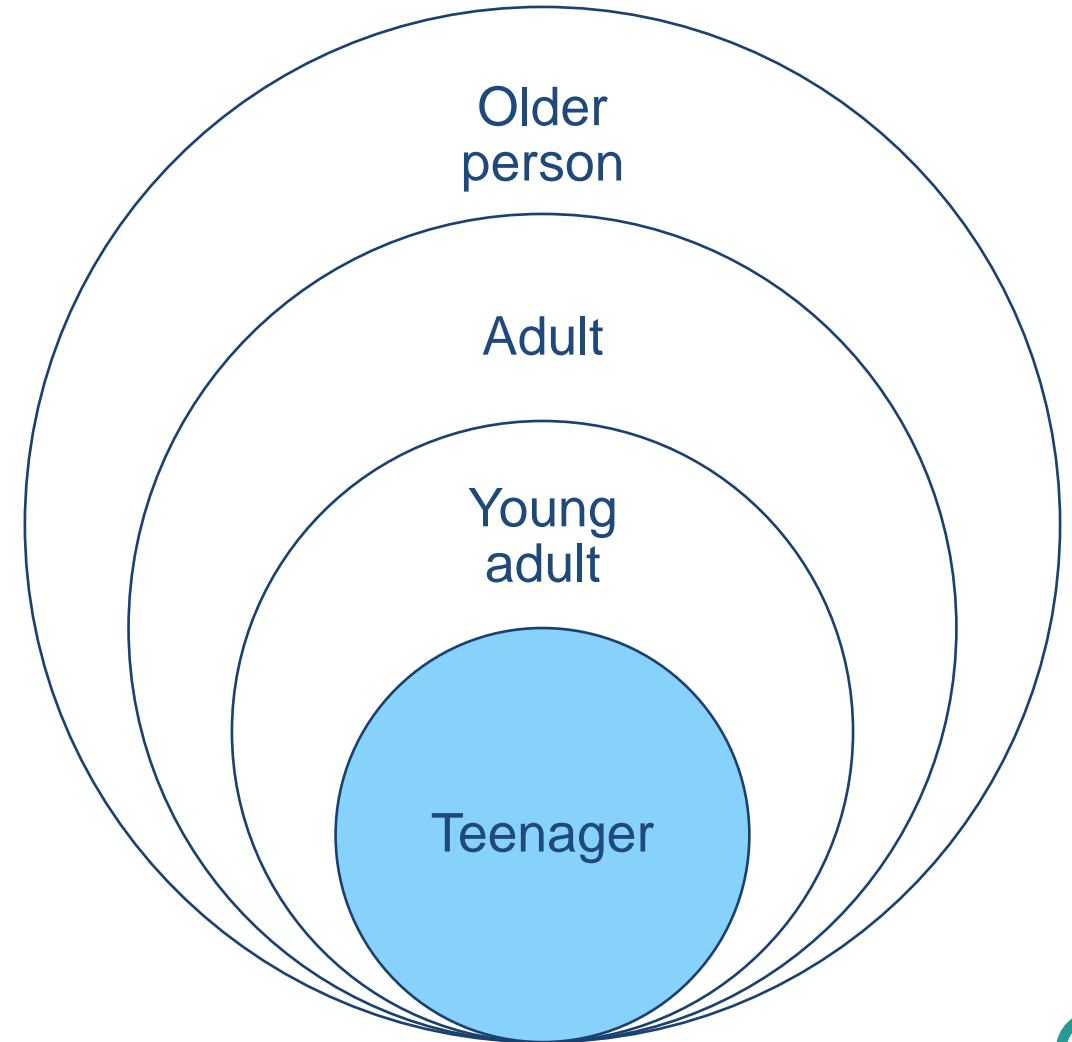




## Change of values

People's values change as they grow up. Changes in values reflect priorities at different stages of life. When we change our priorities, we change our values.

In adolescence, the values we are most interested in are excitement (emotion, pleasure and sexuality) and interaction (affection and belonging). Excitement decreases as we get older while interaction is important in all stages of life.

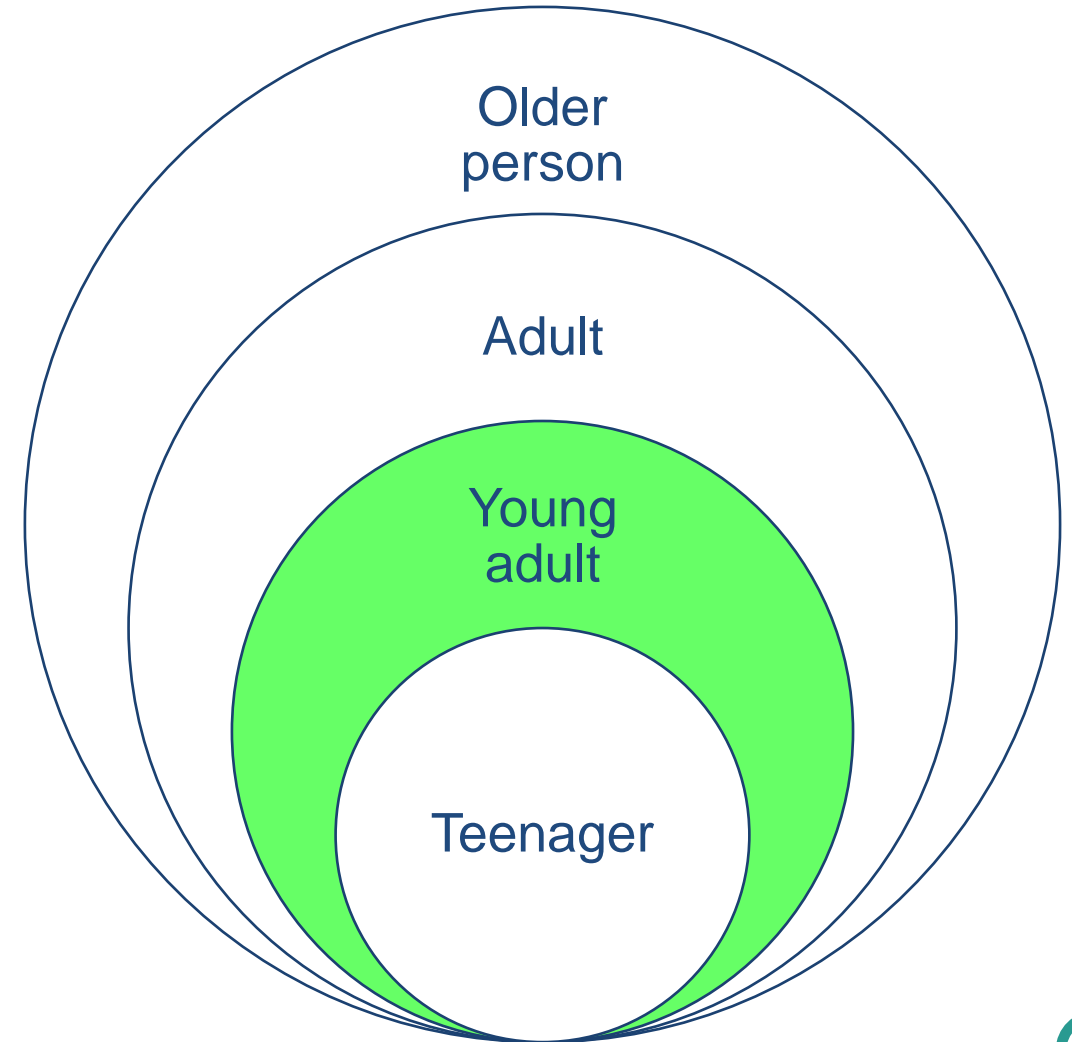






# Change of values

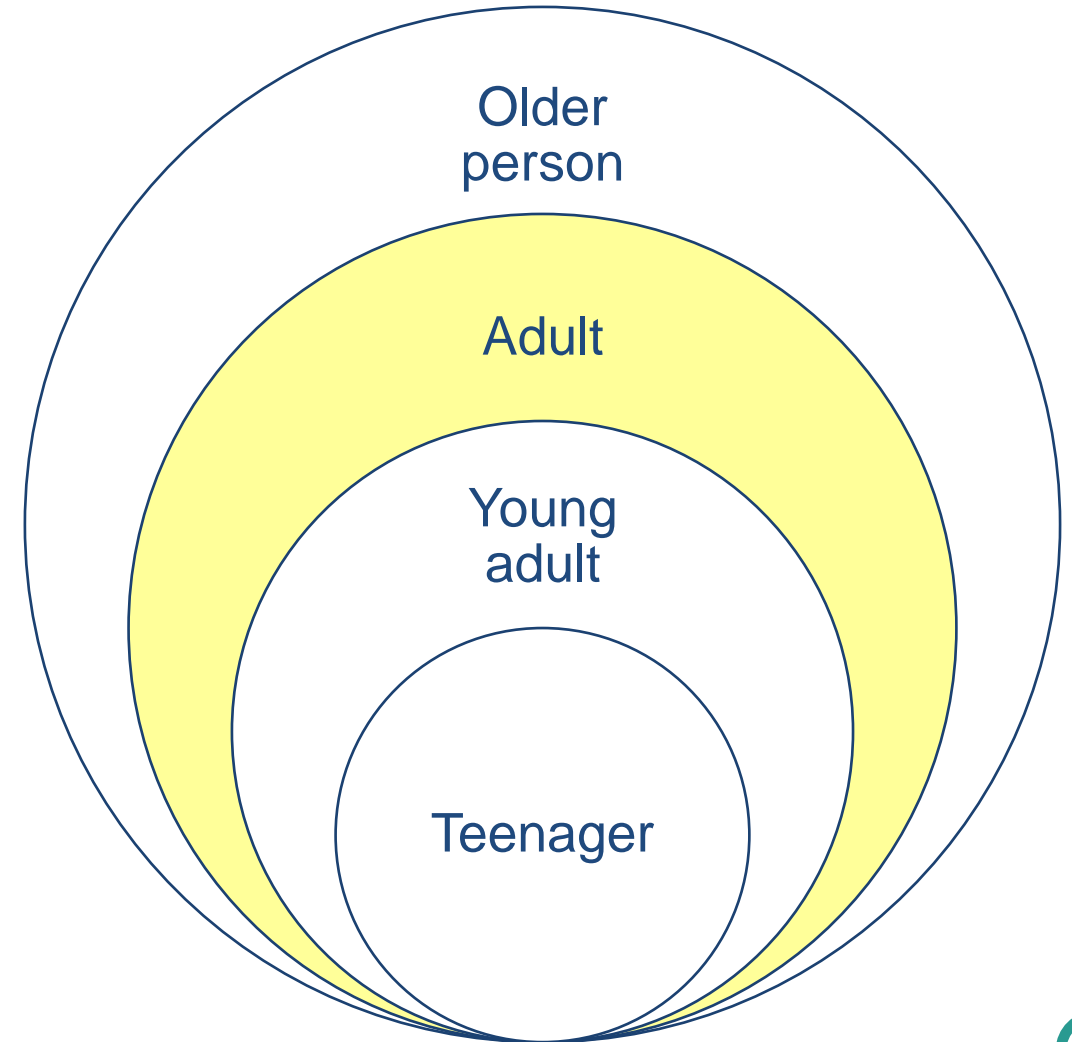
For young adults the most important values are promotion (power, prestige and success), interaction, fulfilment (beauty, knowledge and maturity) and existence (health, stability and survival).





## Change of values

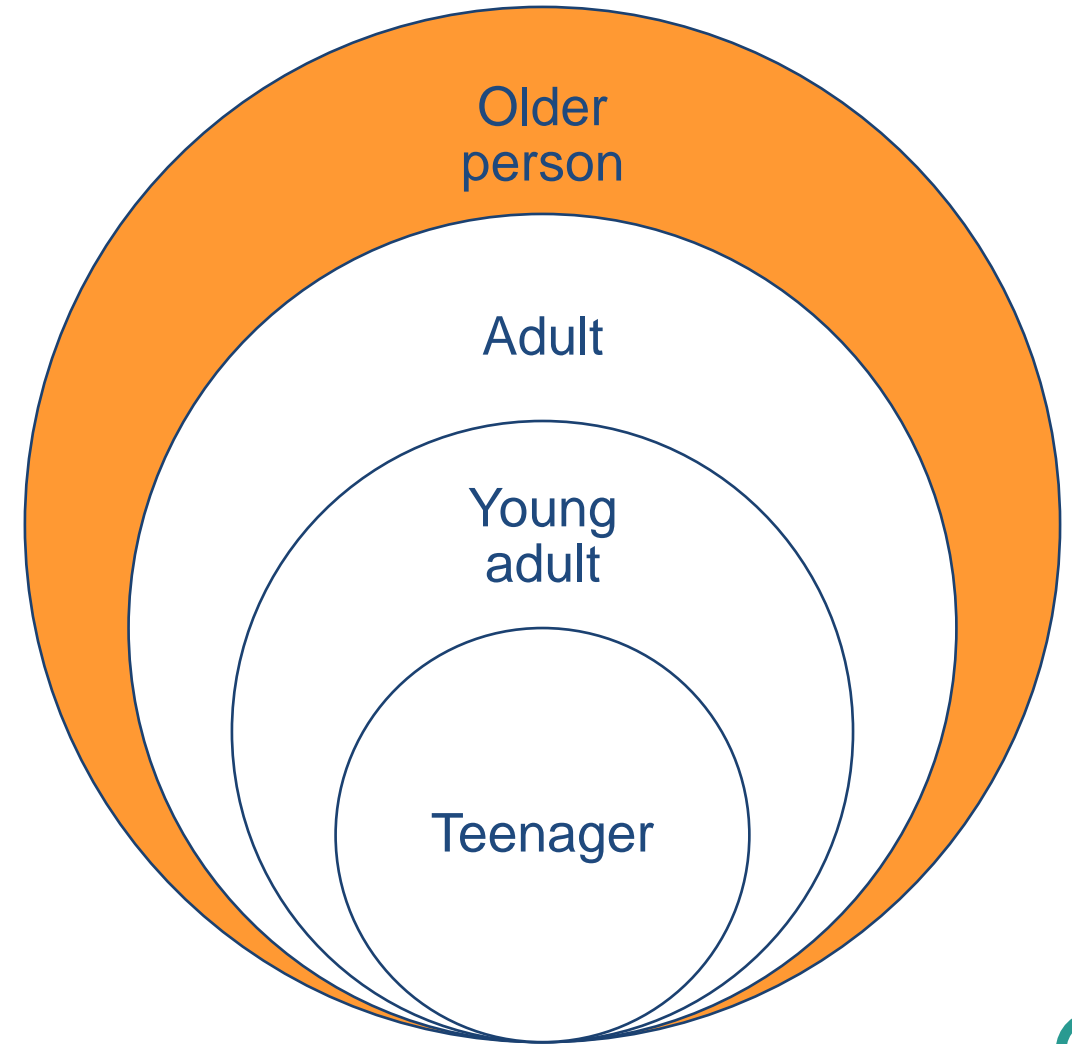
Promotion is a value that is less of a concern when we reach middle age because we focus on parenting. During middle age we are more concerned with fulfilment.





## Change of values

When we are older, we are again concerned with promotion in addition to normative values (obedience, religiosity and tradition) and existence.





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THANK YOU

Care of values