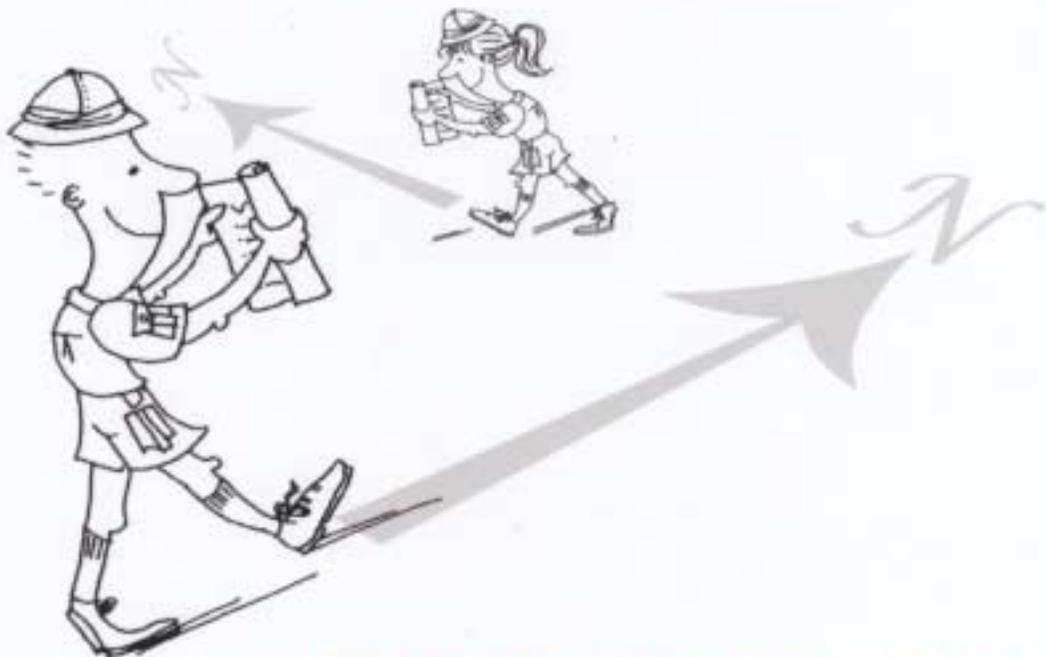


TRUE NORTH

Navigating Life by Your Values



By Kathleen Spike, MCC, CACC

FACING TRUE NORTH

Navigating Life by your Values Creates Intentional Success

By Kathleen Spike, MCC, CCAC

Have you ever wondered what life would be like if you had a compass to guide you through the rough spots or to help you make difficult decisions and *set goals for your life or work*? What if you had a magic compass that always pointed you in the right direction?

If you have ever felt totally confused in your business or life, this program will help you discover your built-in compass to guide you in the right direction. As navigators have always depended on the compass to determine true north, living by your values will be your 'true north' to keep you on a steady, fulfilling and authentic course. Your Values Compass will guide you.

Your values will remind you of who you are and what in your life is worth living for. With a willingness and courage to embrace, integrate, and apply your values to business and life decisions, you will have rocket fuel so pure, so authentic; it'll propel you into aliveness! I have lived by a value system like the one you are about to begin since 1972. Living by my values occasionally made me feel like 'odd woman out' as I refused to aimlessly or unconsciously follow whatever current trend, system, or social belief seemed popular or demanded conformity at the time. My values create the foundation, which allows me to live my life in a way that works for me. And I'm committed to sharing this system with you.

Identifying your values is a process of discovery—a journey inward to your essential 'Nature'. It is important that you understand that your Values Compass will only be as accurate and effective as the accuracy of the values you identify (sorry, no multiple choice here....). I encourage you to stick with the process to the end and **do every step**. Each step is very important, like panning for gold. You will be sifting out the dirt, mud, grit, and rocks until you are eventually left with gold nuggets.

By aligning your goals with your values and referring to them when faced with decisions, the sense of struggle, overwhelm, discouragement, and frustration in your life will be virtually eliminated. Does this take some time? Yes it does. Does

this require you to live with conscious awareness? Yes it does. Are you a courageous human with the ability to create whatever you decide? YES!!!

DISTINCTION BETWEEN MORALS AND VALUES

Morals are decisions and judgments we make about what is right or wrong in our lives. Morals stem from natural laws, religious laws, and social laws designed to keep order and our lives civilized. Morals focus on our behavior, ethics, standards and principals we live by. Morals are the restraints and constraints we decide upon as a society and as groups and individuals. They are a judgment or a decision making process. We make a choice about our morals. Your Values Compass will support how you live out your morality in the world.

There are many terms used to define 'right' and 'wrong', especially in the external social order. However, you may have encountered situations within society that were 'right' for others but 'wrong' for you. Put another way, there may be many times that in order to do what is 'right' or true to you, you must go against the grain or social expectation. This is where your values step in, and to direct you in your individual choices that enhance you as opposed to only enhancing the groups or society you are living within. In order to grow up, we need to start living our own lives by our own beliefs and values. It is sometimes very painful to make the separation from group conformity into individuality and standing on your own values. However, I find most people most happy once they make the transition.

WHAT IS A VALUE?

A value is intrinsic to who you are. I'm sure if you looked closely enough, you'd see it in your DNA. It is something that defines what is desirable for you, to have in your life because it is who you are. A value is something you need, you want, you *have to have* in order to make you smile, relax, feel loved, feel fulfilled, feel like life is worth living.

Your Values Compass is a list of words that are symbols identifying what will pull you out of bed each morning. An honored set of life values, lived daily, will lift you up and out on a cold winter morning with compassion, grace, forgiveness, courage and a soft smile in the inner sanctum of your mind and soul.

This is a process that captures and lays out on paper the essence of your intangible, internal, and authentic you. Remember: **YOU ARE YOUR VALUES.** So what values are you living.....yours or someone else's?

ON A SCALE OF 1 - 10

When you are fully honoring a value, you will feel great pleasure, inner peace, happiness and fulfillment in all of your work and life decisions. This is considered a 10 in 'living a value'. When you begin to experience pain in your work or life, go to your values list and notice you have most likely dropped to a 1,2,3,4,5,6 in living that value. The Value Compass is 100% accurate. When you are encountering struggle and confusion, most likely one or more of your values are being compromised.

Most of the time we humans make things really hard because somewhere along the way we were convinced that life *is supposed to be hard*. If you are programmed to endure pain, tolerate poor communication in relationships, you have rules and beliefs that say life equals pain, then your value scores will always be low. If you have the courage to clearly identify your values and live them at a 7,8,9,or 10, you will begin to end pain and toleration of beliefs and rules that do not support happiness, fulfillment, and decisions that really keep you from living authentically. And, as with an individual, businesses can have a set of values and rate them so that the business operates at a 10. This creates an authentic values driven vision for business.

Things to keep in mind as you begin to identify your values:

- This is a discovery process. You will be uncovering and identifying what is already in you and applying a word to that intrinsic nature in you that wants to "be" acknowledged and experienced in your daily existence.
- It is very important that you DO NOT make a shopping list of words you find "nice", what you'd "like" to be, think you "should" be like in your world. If you find yourself comparing yourself to others, *stop, breathe, and refocus* on you and *your* life, *your* needs. This is about YOU.
- You will need 3 x 5 cards – about 20
- You could have as many as 1000 values in you. However, to create your powerful Value Compass, you will want to identify only the most potent, important, intrinsic words that symbolize who you are and what you need to feel fully happy and fully in alignment with your own view of how the world works best *for you*.

- Below is an example of my values; they have not changed, really, for the last 15 years. I may have added a few words, but I have lived my whole life with these as my engine, my fuel, my True North. On a scale of 1 – 10, I get very agitated and difficult within myself (and probably with others) when they rate below a 5. To live life fully, I keep them 5 or above. Five is actually too low for me at this time of my life. My life, now, is lived mostly at a 9 or 10 in each area as I intend to make all decisions to keep them there.
- I want you to “deepen” the meaning of each word you pick as a value. This gives you a chance to apply your own individual definition and different interpretations of what that one value word means to you. The deepening gives you the chance to pick other words that have rich meaning and importance to you, make you smile, warm your inner heart and make you feel fully expressed in what you are.
- These values are what make you unique. Be fully self-expressed with the words you choose.
- You may have many values in your life that you simply overlook because you practice them so unconsciously and may have difficulty identifying them. I hope this process will pull them out of you and get them onto paper for you.
- Please DO NOT judge your values. Judgment destroys the essence of which you are. It distances you from what gives you light, life and pleasure in your minutes, hours, and days. If you identify your values, you will be much more connected to loving yourself. When you come from the strength of knowing who you are, you will be able to be in relationships with others effortlessly, without draining yourself, without resentment (even if it is secret resentment), and without making you tired and angry. Love yourself first and the world will benefit.
- Remember that values are not your morals per se. Morals may stem from your values.
- Keep your set of top ten values posted in front of you in obvious places. Even if you’ve written your values down, they won’t do you any good stuck in a notebook. You need to *see them everyday*. When you’ve identified your values, put them on a great piece of paper, frame them if you wish, hang them in a place you will see them everyday—bathroom mirror, fridge, office,

daytimer, computer monitor. If you can see it you are more likely to believe it...and live it.

KATHLEEN'S VALUES – Year 1972 and since

Rating

#1	Connecting/bonding/loving/caring/affection/support	10
#2	Trust/openness/clarity/truthfulness/authenticity/integrity	10
#3	Spiritual connection/wisdom/ethics/awareness	9
#4	Freedom/independence/autonomy/personal clarity/Interdependence	10
#5	Wellness/vitality/health/natural and quality of living	9
#6	Adventure/excitement/new and challenging experiences	9
#7	Personal Development/use of potential/self-realization	9
#8	Achievement/sense of accomplishment/mastery/learning	8
#9	Enjoyment of life and work/having fun/spontaneity	8
#10	Security/wealth/financial Independence	7

I rate my values about every three months. Whenever I am making a new decision, when I am stuck, when I am sad, when I am angry, they are my benchmark for my True North focus in life. If everything rates below 5, I know I am heading in the wrong direction, made the wrong decision, or am holding back and hiding from saying what I really want in my business, relationships, and life. I don't even consider a 5 worth continuing. I step into my life and make direct right turns when any situation turns up as a 5 or below. I like to make things happen in my life, and I do. You can too if you are willing to step up for yourself and play life full out. It is fun out here, come play with me.

IDENTIFYING YOUR VALUES

The following exercises will begin the process of uncovering and discovering your values. Write specifically. Focus on the details: the people, situation, circumstances, feelings etc. Don't rush yourself and remember that these steps will bring you closer to defining how to live facing True North for YOU.

STEP # 1 – IDENTIFYING THE WORDS (SYMBOLS) THAT WILL KEEP YOU FACING TRUE NORTH.

Exercise 1.1

Identify a time when you were extremely angry about a situation, *an event or experience in your life*. It needs to be very detailed. I have provided you space to write it out in this section. Tell your story here. When we are angry, some of our values are not being honored. Through this story, look underneath the details to identify or extrapolate underlying words that explain what you were not getting, what was missing for you, what was compromised from your point of view. List those words. List as many words as you want. Get out your thesaurus to identify more words to add to this list. These may turn into being a value or two.

Exercise 1.2

Identify a time when you were extremely happy about a situation, *an event in life, and an experience in life*. It needs to be very detailed. I have provided you space to write it out in this section. Tell your story here. When we are happy, some of our values are being honored close to 100%. Through this story, look underneath the details to identify or extrapolate underlying words that explain what you were getting, what was supporting you, and what was delicious and juicy from your point of view. List those words. List as many words as you want. Get out your thesaurus to identify more words to add to this list. These may turn into being a value or two.

Exercise 1.3

Write down words that identify what you cannot imagine living without. Ask yourself these kinds of questions:

Life without _____ would be meaningless to me.

If _____ was missing from my life, I would be totally lost.

When I have _____ I feel in balance and harmony with me and the world around me.

List as many things as you want.

Now proceed to the Values List on the next page to pick up more words (if any) that will help you define how you will be more authentic or more specific. Remember, you will get to deepen each value with other words later on.

******Note:** IT IS VERY IMPORTANT NOT TO GET CEREBRAL, INTELLECTUAL OR JUDGEMENTAL IN THIS PROCESS. *Get out of your head and stay with how you FEEL. Stay with what gives you joys, connection to your essence. Let the words come to you. What are those juicy and delicious ways of being, experiences, or emotions or essence of what you must have in your life to make it worth getting up in the morning? What do you love in your life and rate a 10 on the Value Richter scale?*

Check the words that are special and meaningful to you. Go to the Thesaurus and find some more that you really want in your life. *You can skip this if none of the words appeal to you and you sense you have collected all of your words already.*

POSSIBLE VALUES

MORE WORDS FROM THE THESAURUS

Accomplishment/Results	_____	_____
Achievement	_____	_____
Adventure/Excitement	_____	_____
Aesthetics/Beauty	_____	_____
Altruism	_____	_____
Autonomy	_____	_____
Clarity	_____	_____
Commitment	_____	_____
Community	_____	_____
Completion	_____	_____
Connecting/Bonding	_____	_____
Creativity	_____	_____
Emotional Health	_____	_____
Environment	_____	_____
Freedom	_____	_____
Forward the Action	_____	_____
Fun	_____	_____
Honesty	_____	_____
Humor	_____	_____
Integrity	_____	_____
Intimacy	_____	_____
Joy	_____	_____
Leadership	_____	_____
Loyalty	_____	_____
Openness	_____	_____
Person Growth/Learning	_____	_____
Mastery/Excellence	_____	_____
Orderliness/Accuracy	_____	_____
Nature	_____	_____
Partnership	_____	_____
Power	_____	_____
Privacy/Solitude	_____	_____
Recognition/Acknowledgment	_____	_____
Risk Taking	_____	_____
Romance/Magic	_____	_____
Security	_____	_____
Self-expression	_____	_____
Sensuality	_____	_____
Service/Contribution	_____	_____
Spirituality	_____	_____
Trust	_____	_____
Vitality	_____	_____

STEP #2 COMBINING AND ELIMINATING WORDS

1. Get out your 3 x 5 cards. Now combine any words that have similar meaning TO YOU. Combine them on the card. Limit it to no more than 5 or 6 words per card. Go through all of the words. Check back to Kathleen's values to see an example. If you have difficulty "giving up" any words, look in the Thesaurus and if they have a similar meaning, pick the one that is the most juicy and delicious and represents most closely what you love and who you are. Please remember, these are just your top ten values, you will have many others you exemplify in your life, however these are your top True north indicators.
2. Put each individual or "string" of *values* on a card. You may have 10 – 20 cards depending on how many words you kept.
3. Lay them out on a desk or table so you can see them all.
4. Put them in order starting from #1. The first card will be the most important value to you and the last being the least important to you (relative to the others). However, they are all important and all could be #1, we are just putting them in an order to help you distinguish them in your life.
5. Now with a pencil, number each card so you won't forget the order. Or, leave them out and visible on the table so you can look at them, move them around change the order, contemplate if they really point you toward your True North. Change them around as many times as you like. Once you "think" or "feel" you have the order that suits you, go to the next step. Don't go to the next step until you have thoroughly processed this step. It may take you a week; you may want to give your self several weeks.

Step # 3 TESTING THE ORDER OF YOUR VALUES

1. *Sit in a quite room; lay out the 3 x 5 cards with your values on them. Put them in the order you last decided represented your true north. You will ask yourself some questions, look at the arrangement of your values and make some assessments based on the question asked. Your values may get rearranged at this time.*

2. *Question #1*

Look at the card in the number one position. Ask yourself, "If I had to live the rest of my life with only this value out of all of these cards, would this be the one I would choose?" If you say yes, you will keep the card in position number one, and at this time, it looks like this is your number one value. If you say no, you will need to pick another card from the group to put into position one.

Now turn this 3 x 5 card over so you cannot see the words. Now ask yourself the same question again about the 3 x 5 card in position number two. If you say yes to the question above for this card, then it is in the right position. If you say no, you will have to pick another card and move it to this position. A card you can say absolutely yes to. Go through all of the cards, asking the original question, and based upon your telling your truth about what has meaning to you, you put all of the cards in their "new" correct position for this go around.

3. *Now all the cards may or may not be in a different line up. Erase all of the numbers (see why you did this in pencil), put new numbers on lightly.*

4. **SECOND SET OF QUESTIONING: ROUND TWO.** *Look at all of your cards. Ask yourself, "If I were told I would live my life by these values for the next 100 years, would I leave them in this order?" Think carefully. Within 100 years your life will change many times. These values can be consistent throughout the 100 years if they are intrinsically you, your hearts desire, exactly who you "be". When you are 90 you may have different worldly needs, however what it takes to really fulfill you will be the same underlying fuel. My mother is 85. Adventure/excitement/risktaking has always been one of her values. To this day, in her way, she is still creating adventure/excitement/risk-taking opportunities to keep her happy and sparked by life. My values will stay the same the rest of my life even if I give up my work, my present life, as they have been the same throughout my life. They are me.*

5. *Now put the cards in the current order from this round of assessment.*
6. *What are you noticing? Are you beginning to “really” be aware of your intrinsic make up? Are you really becoming clear about what is important and coming from inside of your heart and soul? Are you a little scared about your life, what you have chosen so far, what you might want to change now? Keep going. Be courageous. The truth actually sets you free in the long run, even if it means you can now be more truthful about why you are currently grinding away through life Vs gliding along with your life.*
7. *Your thinking mind must not be in charge to establish this order; your heart is all that counts. Can you imagine building your business goals on your hearts values? I believe it is the only foundation upon which to build anything. It insures you will have a life while you make a living. It is a compass for life. It insures you that on the day before you die, you will say, “I lived a life of few or no regrets as I lived from my individual, intrinsically truest self.” I stayed the course for what I believed to be my truest needs and joys. I was fulfilled.*
8. *Have you ever felt extremely stressed or angry in a group, a job, or a commitment you made? Take a look at your values above and ask yourself, “Which value was not being met?” No wonder you were in pain, you were denying yourself all that gives you joy and happiness. You were denying that who you are and what you need was not necessary to honor and create. Remember, we were taught to tolerate is polite, necessary and giving. Tolerations have a fine line. Tolerating a loved one’s idiosyncrasies is different than tolerating abusive language, tones of voice or assessments by others.*
9. *THIRD ROUND OF QUESTIONING. Just to be sure we are going to do overkill. I want you to be certain and clear. Your values are probably in a new order now. Ask yourself this question, “If I were going to be sent to prison if I held these values in this order, would I keep them exactly the way they are?” In other words, are you willing to stand up for who you are, in this order, even in the face of danger? I can say yes to mine. If I were tested, who knows what I would do? If I were tortured, who knows what I would say? However, as I live, where I seem to be in this world, I stand for my values as they are. Ask most people who know me and they will confirm that I have always marched to my internal drum, and it was accompanying me all the way North! How about you? Do you want to join this parade?*

TOP TEN VALUES

On this page, list your final values in order of importance, one being the most important. Following each value, rate how completely you are living each value on a scale of 1 – 10. Place a date on it. Ask yourself, how is this value being honored in my life this date. How true am I to this value? Am I getting all of this I desire in my life? Am I building my life on these values?

VALUE	RATING (1-10)	DATE
1.		See next page to rate correctly.
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

RATING YOUR VALUES

What would make each value a 10 in your life? A ten in a value is the best. The value is being completely honored, you feel happy and fulfilled in this area of your life or work. There is a feeling of contentment, completeness (right now) with this value. You could easily have everything fall through the floor tomorrow and rate it lower or you could have something wonderful and rate it higher. By rating, you can tell where you are right now. By rating specific events, relationships, and decisions by your values, you will get a sense of what you might be giving up if you say, "yes" or if you say "no." The ratings change. The values don't. If your values are rated low, then take the next step and list specifically what has to happen, what you need, what you will change to raise the score to a 10.

For Example: On my values page (turn there now) my # 8 value is achievement/sense of accomplishment/mastery/learning. I rated it at an 8. Even though I have a very successful business, great personal and professional rewards, I am seeking to elevate to another level of success. I am seeking to break through some ceilings my beliefs and rules are creating. To make that value a 10, I have to begin writing more from my own heart, I desire to complete 4 new training's, I have a web site I am seeking to fully develop, I desire to finalize my Mastery Program for Leaders, etc. I also must trust it is fully acceptable to be fully me in all of business and life. I am love, I am an integrious leader in business, I am a driving creative energy, I am so sensitive and intuitive I am flooded and overwhelmed easily from outside energy, and I smart and a self starter and love accomplishments. The good news is I KNOW ME. I honor me. I incorporate who me is into living the value number 8. I be and I do to fully live value number 8. So I am "real", identify today what will make it a 10 and putting things in place to make it happen. As you get more awareness, next week the list may change. You might want to copy these pages so you can go back and do them over and over. I do, regularly.

RATING YOUR VALUES

DATE _____ NAME _____

VALUE **“RIGHT NOW” RATING**

Value #1 _____ Score _____

Value #2 _____ Score _____

Value #3 _____ Score _____

Value #4 _____ Score _____

Value #5 _____ Score _____

Value #6 _____ Score _____

Value #7 _____ Score _____

Value #8 _____ Score _____

Value #10 _____ Score _____

Value #10 _____ Score _____

CREATING A VISION, PURPOSE AND MISSION FROM YOUR VALUES

Create a vision statement based on the values you now know represent you. When you hold a life vision for yourself that is based upon your values, your life will feel well lived and happy.

Vision statement: A vision identifies the overall view, the meta-view, and the big picture of the world that you have. It identifies what you believe is possible for yourself and others in the world.

Example of my vision: "I believe it is possible for everyone to create the work they want and to build it around a life they love that is based on their values."

YOUR VISION
STATEMENT" _____

Purpose Statement: This identifies your natural role or way of being in is world. It is the "fire in the belly" desire and how you want to "really" show up in your world.

Example of my purpose: "My natural role in the world is to assist people in breaking through barriers, defining clarity and building pathways to others in their life."

YOUR PURPOSE STATEMENT: -

SETTING DOWN YOUR MISSION AND GOALS BASED UPON YOUR VALUES

A mission is a task, a goal, an aim, or a calling. Some people feel “called” to be an engineer and have laid out all of their goals and tasks around the education and work and life to create that. They see a vision of themselves doing the work, making the money, influencing the industry or being with like-minded people. Others are “called” to be an administrative assistant. They have the abilities to “see” details, to assist others, to be in charge of an office. They lay out their goals and tasks around their education and work life to create that.

My mission is to be a coach/mentor/teacher/facilitator to people. This is what I have been called to do, and have been doing, for over 15 years and maybe all of my lifetime. I lay down every goal and task to support that, to take me to the top in coaching, to provide me teaching and facilitation skills, to stay on the cutting edge of business and the new economy, to get my website down so people can access new learning and my services internationally.

MY CALLING (Mission) IS TO:

Read the next section before you fill in your calling.

MY MISSION AND GOALS

Now that you are clear on your vision, purpose and “calling” for your mission, it is time to lay out the intentional nuts and bolts you will send out into the world. By laying them down on paper, and they can be revised at any time, you will begin the quantum physics magical PULL forward. Whatever you think, write down, and commit to YOU can create. Be selective in what you decide to write down, be sure it is what YOU desire and intend to create in your world. Have a wonderful time with your future.

MY MISSION INCLUDES:

GOALS and TASKS

VALUE IT LIVES OUT

Example:

#1. To walk four times a week
at least 40 weeks a year

Value # 5

Resistance and struggle are part of the process of discovery. Enjoy the adventure and the learning even when it appears fearful or feels hard. 😊

MY NOTES