

You demonstrate and model your values by your personal and professional behaviors, decision making, contribution(s), and interpersonal interactions. We use our personal core values to guide our decision making, define our principles, who and when we interact and form relationships, as well as set priorities in our daily work and home life. Your goals and drive are grounded in your values and create a foundation to discover your purpose and passion.

On a separate piece of paper, list your personal core values as requested. Once you have your final list of three, craft a value statement. Value statements typically begin with a verb, such as “be committed,” “treat people with respect,” “listen to others,” and “deliver excellence.”

**VALUES**  
VERSUS  
**BELIEFS**

<p>Values refer to principles or standards of behavior; one’s judgment of what is important in life</p>	<p>Beliefs refer to the conviction or acceptance that something exists or is true, especially without proof</p>
<p>Affect behavior and character</p>	<p>Affect morals and values</p>
<p>Examples: loyalty, fairness, courage, compassion, respect, etc.</p>	<p>Examples: lying is bad, God created the world, cheating is immoral, etc.</p>
<p>Related to day to day life</p>	<p>Mostly related to religion</p>
	<p>Pedica.com</p>

1. **Chose 10 values important to you**
2. **Choose 5 values from that list that matter most**
3. **From these 5, choose your top 3, non-negotiable values**
4. **Add a verb in front of your three core values.**  
 Example: seek opportunities to make a difference or form new relationships

## Value Examples

<b>PHYSICAL VALUES</b>	<b>INTERPERSONAL VALUES</b>	<b>PSYCHOLOGICAL VALUES</b>
Accuracy	All for one & one for all	Adventurousness
Beauty	Concern for others	Commitment
Cleanliness	Equality	Creativity
Content over form	Collaboration	Decisiveness
Continuous improvement	Cooperation	Determination
Discipline	Coordination	Equanimity
Efficiency	Community	Faith
Endurance	Fairness	Goodwill
Excellence	Freedom	Goodness
Hard work	Harmony	Gratitude
Maximum utilization (of time, resources)	Honesty	Integrity
Orderliness	Loyalty	Knowledge
Perfection in details	Pleasing others	Love
Punctuality	Respect for others	Openness
Quality of work	Self-giving	Perseverance
Regularity	Service to others	Personal Growth
Safety	Teamwork	Resourcefulness
Speed	Tolerance	Self-reliance
Systemization	Trust	Self-respect
		Truth

**Mattering** – state in which a person feels (is) important, appreciated and valued.

Think of a time when you felt that you really mattered; who were you with, what happened that you felt valued by others. Please describe your experience by writing what cues, feelings and actions were outfalls of your mattering experience.

**Cues:** What in the interaction let you know you were being valued?

**Feelings:** How did you feel as a result of this interaction?

**Corresponding Actions:** What were your behaviors or actions that occurred as a result of this interaction?

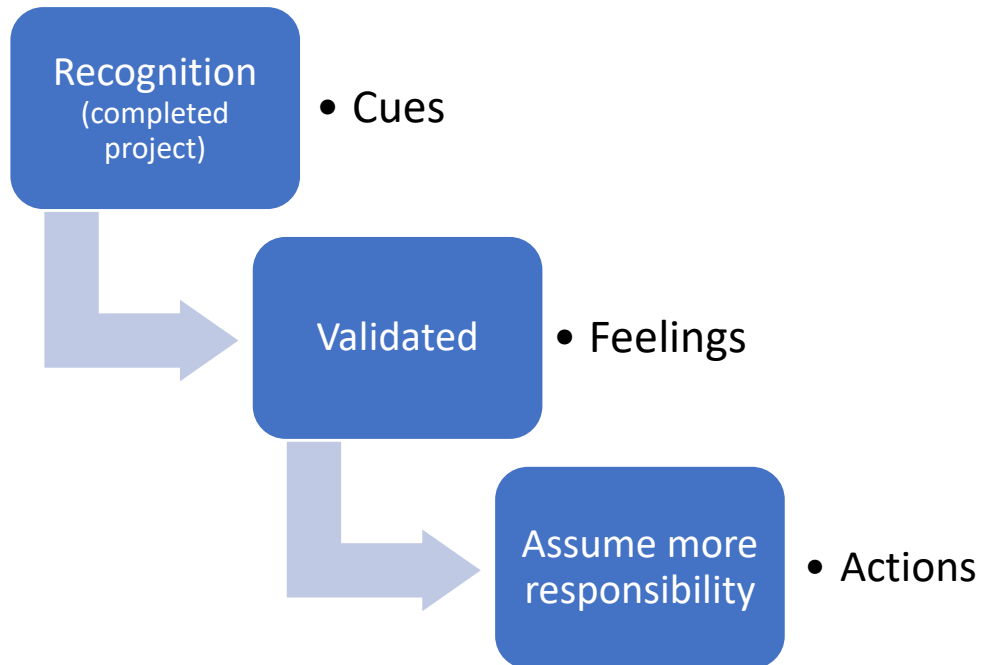
Mattering

<u>Cues</u>	<u>Feelings</u>	<u>Actions</u>
recognition	validated	take on more responsibility
validation	valued	favorable response
receive “thanks”	humbled	provide feedback (engaged)
given independence	proud	remain emotionally engaged
asked opinion	honored	try harder
specific + feedback	competent	increased commitment

Example

Cue	Feeling	Core Value	Action
Recognition (service delivery project)	Pride/Accomplishment  Validation	Dedication	Continued research

Example



Exercise: Consider a time in your life when your presence, your skills and your ideas *really mattered*.

1. What were the circumstances?
2. How did you know that your contributions mattered?
3. How did you respond to the situation in that moment?
4. How did you respond, going forward?
5. What was your level of engagement, energy, creativity and imagination following your mattering moment?



Reference Material

Bates, G. (1996, October). *Problems and Success Factors Inherent in Fire Service Retirement*, Executive Fire Officer Research Paper, Emmitsburg, MD. National Fire Academy.

Heyman, M. J. Dill, R. Douglas (2018). "The Ruderman White Paper on Mental Health and Suicide of First Responders." Ruderman Family Foundation.

[https://rudermanfoundation.org/white\\_papers/police-officers-and-firefighters](https://rudermanfoundation.org/white_papers/police-officers-and-firefighters). 15 August 2019.

Institute of Economic Affairs (IEA, May 2013). *Retirement Causes a Major Decline in Physical and Mental Health*. Edited by Phillip Booth, [iea.org.uk/in-the-medial/press-release/retirement-causes-a](http://iea.org.uk/in-the-medial/press-release/retirement-causes-a).

Police Executive Research Forum (2019). *Chapter 2: How Police Chiefs and Sheriffs Are Finding Meaning and Purpose in the Next Stage of Their Careers*. Police Executive Research Forum, Washington, DC.

Schlossberg, N.K. (2010). *Revitalizing Retirement: Reshaping Your Identity, Relationships and Purpose*. Washington, DC. American Psychological Association.

Zelinski, E.J. (2014). *How to Retire Happy, Wild and Free*. Edmonton, Canada. Visions International Publishing.

Newland, C., Barber, E., Rose, M., et al. (2015) Survey Reveals Alarming Rates of EMS Provider Stress and Thoughts of Suicide. *Journal of Emergency Medical Services*.