

Values Alignment Assessment

A coaching self-assessment for identifying core values and turning them into visible choices.

Web version: <https://beyondpsychub.com/values-alignment-assessment-coaching/>

Values are the qualities and principles that help you decide what matters, what kind of person you want to be, and how you want to act. This coaching tool helps you identify current values, examine alignment, and choose one behaviour that brings daily life closer to what matters.

Important disclaimer

This assessment is for coaching, personal development, education, and self-help purposes only. It is not a medical, psychological, or psychiatric screening or diagnostic tool and cannot diagnose, rule out, or treat any condition. If your responses raise concerns about physical health, mental health, sleep, mood, anxiety, substance use, safety, or your ability to function, discuss your situation with a qualified medical or mental-health provider. Do not delay professional care because of a score on this assessment.

How to Use This Assessment

Values are different from goals. A goal can be completed; a value is a direction you can keep expressing. Work slowly and choose what matters to you rather than what sounds impressive.

Part 1: Select Your Values

Check up to **10 values** that feel important to you now. Add your own if needed.

☐ Achievement	☐ Fairness	☐ Loyalty
☐ Adventure	☐ Faith	☐ Meaning
☐ Authenticity	☐ Freedom	☐ Openness
☐ Balance	☐ Friendship	☐ Peace
☐ Belonging	☐ Fun	☐ Reliability
☐ Calm	☐ Growth	☐ Respect
☐ Compassion	☐ Health	☐ Responsibility
☐ Contribution	☐ Honesty	☐ Security
☐ Courage	☐ Independence	☐ Service
☐ Creativity	☐ Kindness	☐ Stability
☐ Curiosity	☐ Knowledge	☐ Success

☐ Discipline	☐ Leadership	☐ Trust
☐ Family	☐ Learning	☐ Wisdom

My own value(s) _____

Part 2: Reduce the List to Five

For each value, ask: Would I still care about this if nobody praised me? Would I choose it even if inconvenient? Does it describe how I want to live, not just what I want to own or achieve? When I ignore it, do I feel disconnected from myself?

Core value 1 _____

Core value 2 _____

Core value 3 _____

Core value 4 _____

Core value 5 _____

Part 3: Rate Importance and Alignment

Core value	Importance 0-10	Current alignment 0-10	Gap

Subtract alignment from importance. A larger gap suggests an area worth exploring in coaching. It does not mean you are failing.

Part 4: Behavioural Evidence

For each core value, describe what the value looks like in observable behaviour.

Value	I am living this value when I...	I move away from it when I...	One small action this week

Value	I am living this value when I...	I move away from it when I...	One small action this week

Part 5: Competing Values

Sometimes two important values pull in different directions. Choose one current tension and explore it.

Value 1 _____

Value 2 _____

What each value protects _____

What an extreme version of each would look like _____

A both-and option _____

Trade-off I am consciously willing to make _____

Part 6: Values-Based Decision Check

Which option is most consistent with my core values? _____

Which option am I choosing mainly to avoid discomfort or disapproval? _____

What are the likely costs of each choice? _____

What will I respect about this decision six months from now? _____

What information do I still need before deciding? _____

Part 7: One-Week Alignment Experiment

Value I want to express more _____

Specific behaviour _____

When I will do it _____

Likely obstacle _____

If that obstacle appears, then I _____
will

Reflection Questions

Which value is strongest in my _____
words but weakest in my
calendar?

Which value did I inherit from _____
family or culture but no longer
fully choose?

Where am I overusing one _____
value at the expense of
another?

Which relationship or _____
responsibility best reflects the
person I want to be?

What would I stop doing if I _____
trusted my values more?

Key Takeaways

- Values are directions, not achievements.
- Alignment matters more than having a perfect values list.
- Large importance-alignment gaps can reveal useful coaching priorities.
- Conflicting values often require conscious trade-offs rather than a simple right answer.
- Translate one value into one visible behaviour this week.

References

- Koestner R et al. Self-concordance, implementation intentions and personal goal progress
<https://pubmed.ncbi.nlm.nih.gov/12088128/>
- International Coaching Federation: Code of Ethics
<https://coachingfederation.org/credentialing/coaching-ethics/icf-code-of-ethics/>

Important disclaimer

This assessment is for coaching, personal development, education, and self-help purposes only. It is not a medical, psychological, or psychiatric screening or diagnostic tool and cannot diagnose, rule out, or treat any condition. If your responses raise concerns about physical health, mental health, sleep, mood, anxiety, substance use, safety, or your ability to function, discuss your situation with a qualified medical or mental-health provider. Do not delay professional care because of a score on this assessment.