

## Non-Negotiable Core Values

Take time and think about what you value and why you value it. In each section answer the questions by writing down one or two values and a brief narrative for each value you write, of what it means to your organization, as you begin to design your Non-Negotiable Core Values.

There is no set amount of values for your organization. One value can address multiple areas or multiple values can connect to multiple areas (the four types of values as listed below). A great set of values connects to all four areas, has a detailed narrative for each value so someone reading it would know exactly how to live that value and uses a word or phrase for the value that is catchy and memorable.

Explore your values. Discuss them with a cross section of your organization. Capture the essence of who you all are both as individuals and as an organization. When you are done you will have a powerful tool to live by and to connect everyone with.

**Character of the Organization:** The fundamental and distinctive values of an organization that are unchangeable and distinguishes that organization from others.

**Non-Negotiable:** A positive standard that respects the rights of others and is absolute.

**Foundational Values:** The basis or groundwork on which any thing stands.

(Reflection Questions for Foundational Values)

What is the one thing you will never compromise on?

What do you value?

Why does it have value to you?

What absolute foundational values do you consistently live in your life?

**Foundational Value** \_\_\_\_\_

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**Foundational Value** \_\_\_\_\_

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**Relational Values:** The way in which two or more people, behave toward, and deal with each other. Organizations must have values that address both internal and external relationships.

(Reflection Questions for Relational Values)

What do you value about your family and friends relationships?

What values do you think your family and friends see in you?

**Relational Value** \_\_\_\_\_

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**Relational Value** \_\_\_\_\_

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**Professional Values:** The manner in which you approach your career and calling.

(Reflection Questions for Professional Values)

What values can you develop in your life to help you be better at your responsibilities in your career/professional life? How can excellence be what you strive for in everything you do?

**Professional Value** \_\_\_\_\_

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**Professional Value** \_\_\_\_\_

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**Community Values:** How you feel about, participate and support your community.

(Reflection Questions for Community Values)  
What do you value in the community?  
How can you make your community better?

**Community Value** \_\_\_\_\_

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**Community Value** \_\_\_\_\_

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# **The Accountability Movement Challenge:**

1. Determine your values. Use this guide to help step you through the process.
2. Have conversations. Talk with people.
3. Take 2 minutes each day and think about your values. Take one value and think about how to incorporate it into everything you do that day.
4. Do something for someone else. Make a difference in someone's life.

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