

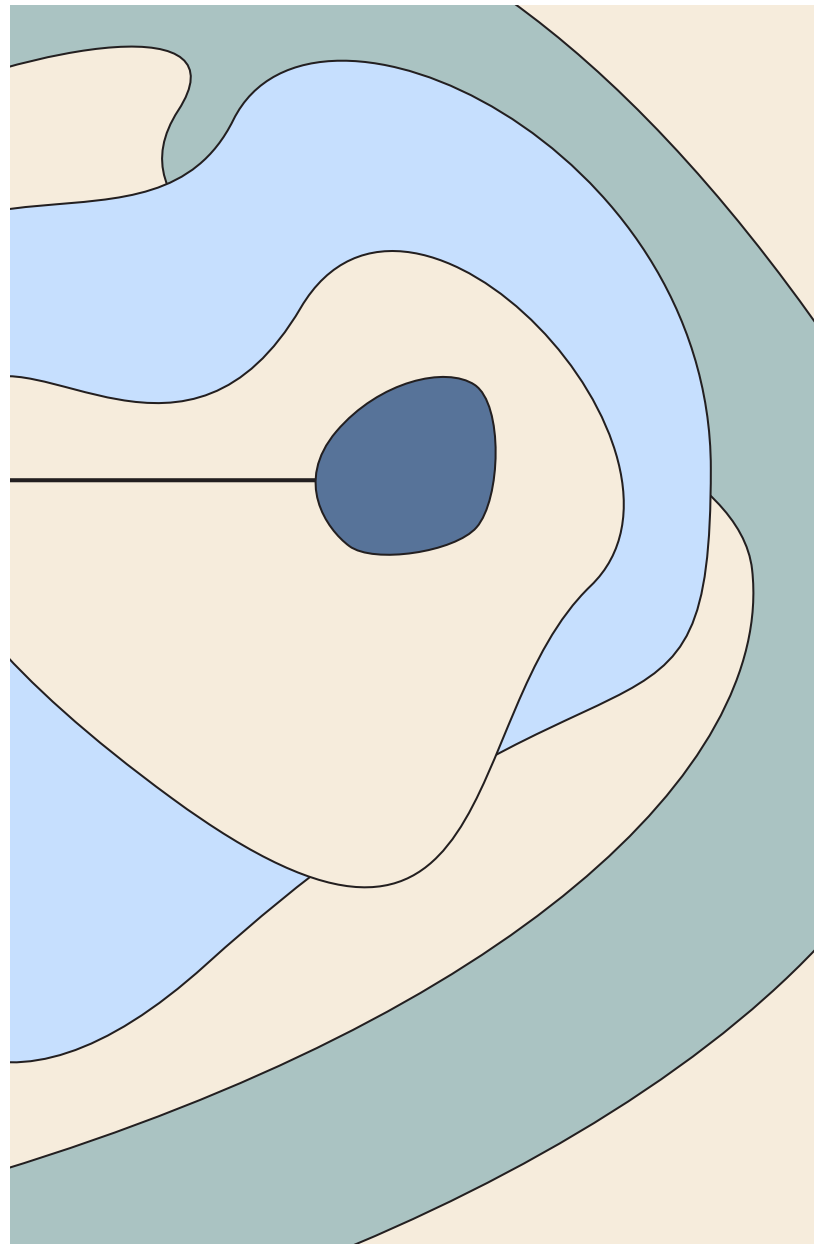
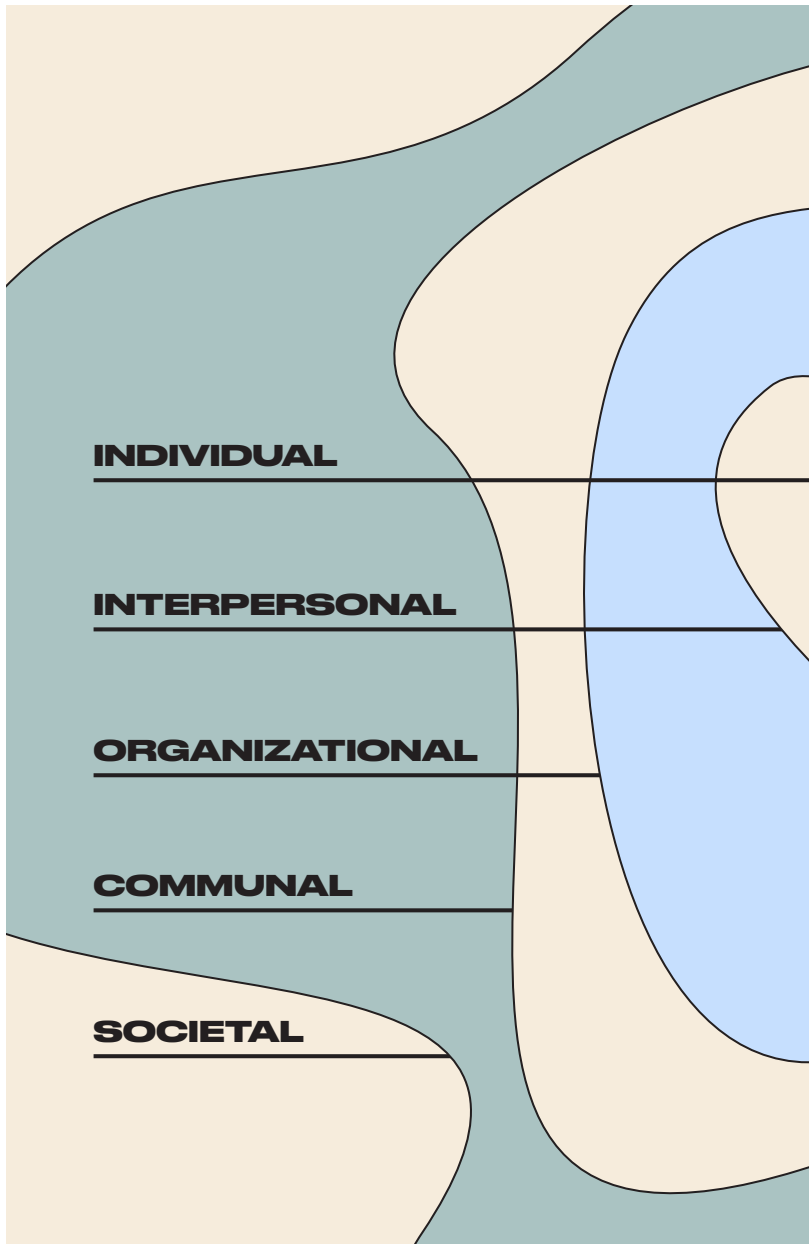
THE CORE COLLECTIVE WORKBOOK

Building Collective Resilience By Cultivating Core Values

One of the many insidious functions of neoliberalism (read: late-capitalism) is to sever the individual from the collective. Exalting a pro-business model of government, a neoliberal agenda privileges values of **“individualism, self-reliance, consumerism, and personal gain/profit”** for economic and social mobility. Instead of addressing the intricacies of the larger public, neoliberalist societies displace the burden of responsibility from the system onto the individual.

For more inclusive, resilient communities, we must shift our understanding of the individual-as-separate to the individual-in-community. System resilience relies on the idea that the strength of the individual is directly related to the strength of the community. Developing and standardizing core values is a vital tool for both individual and collective resilience.

This workbook is dedicated to getting clear on our values so that we can lean into the values of others.



STEP #1

Identify your values

Our core values dictate our way of being, both consciously and subconsciously. Our core values are our fundamental beliefs, but they are never solely our own. Our understanding of the world is informed and reformed by the actions we take, spaces we inhabit, and company we keep.

Managers, therapists, and community leaders alike emphasize core values as means for intentional community building. This process starts by putting words to what matters to us individually in order to reflect on behaviors that matter to us collectively.

Writer-scholar Brené Brown offers a clear, simple method for identifying core values. Adapted from Brown's work, the next few steps will help you get clear on what you value and how your actions reflect the communities of which you are a part.

i. **List** twenty things you believe in.

ii. **Sit** with your list. Review it several times. Which things can be grouped? Which ideas guide others? Notice themes. Narrow it down: from 15, to 10, to three.

iii. **Compare** with the list of values on the next page.

iv. Identify two core values. Write them below.

VALUE #1

Acceptance	Compassion	Forgiveness
Accountability	Competence	Freedom
Achievement	Confidence	Friendship
Adaptability	Connection	Fulfillment
Adventure	Conservation	Fun
Agency	Contentment	Generosity
Altruism	Contribution	Grace
Ambition	Cooperation	Gratitude
Authenticity	Courage	Groundedness
Authority	Creativity	Growth
Autonomy	Curiosity	Happiness
Balance	Dependability	Hard work
Beauty	Determination	Harmony
Belonging	Dignity	Healing
Boldness	Diversity	Health
Bravery	Efficiency	Home
Calmness	Empathy	Honesty
Candor	Enthusiasm	Hope
Care	Environment	Humility
Career	Equality	Humor
Challenge	Equity	Impact
Change	Ethics	Improvement
Clarity	Excellence	Inclusion
Collaboration	Fairness	Independence
Commitment	Faith	Ingenuity
Communication	Family	Initiative
Community	Flexibility	Innovation

Stuck? Ask yourself: Who am I am at my best?

VALUE #2

Integrity	Power	Stability
Intuition	Pride	Stewardship
Joy	Quality	Success
Justice	Recognition	Sustainability
Kindness	Relationships	Teamwork
Knowledge	Reliability	Tenacity
Leadership	Repair	Thoughtfulness
Learning	Reputation	Thrift
Legacy	Resourcefulness	Time
Leisure	Respect	Tradition
Love	Responsibility	Transparency
Loyalty	Results	Travel
Meaning	Risk-taking	Trust
Nature	Safety	Truth
Openness	Security	Understanding
Optimism	Self-awareness	Uniqueness
Order	Self-care	Usefulness
Ownership	Self-discipline	Versatility
Participation	Self-expression	Vision
Patience	Self-improvement	Vulnerability
Patriotism	Self-respect	Wealth
Peace	Sensitivity	Well-being
Perseverance	Serenity	Wholeheartedness
Persistence	Service	Wisdom
Play	Simplicity	
Popularity	Spirituality	<i>Choose your own:</i>
Positivity	Sportsmanship	_____

i. Write your two core values below (again).

VALUE #1

a. What are one or two behaviors that support your value?

b. What are one or two behaviors that are outside your value?

Who in your life models or supports your values? How so?

ii. Answer both questions for each value.

VALUE #2

a. What are one or two behaviors that support your value?

b. What are one or two behaviors that are outside your value?

STEP #2

Dig into
your values

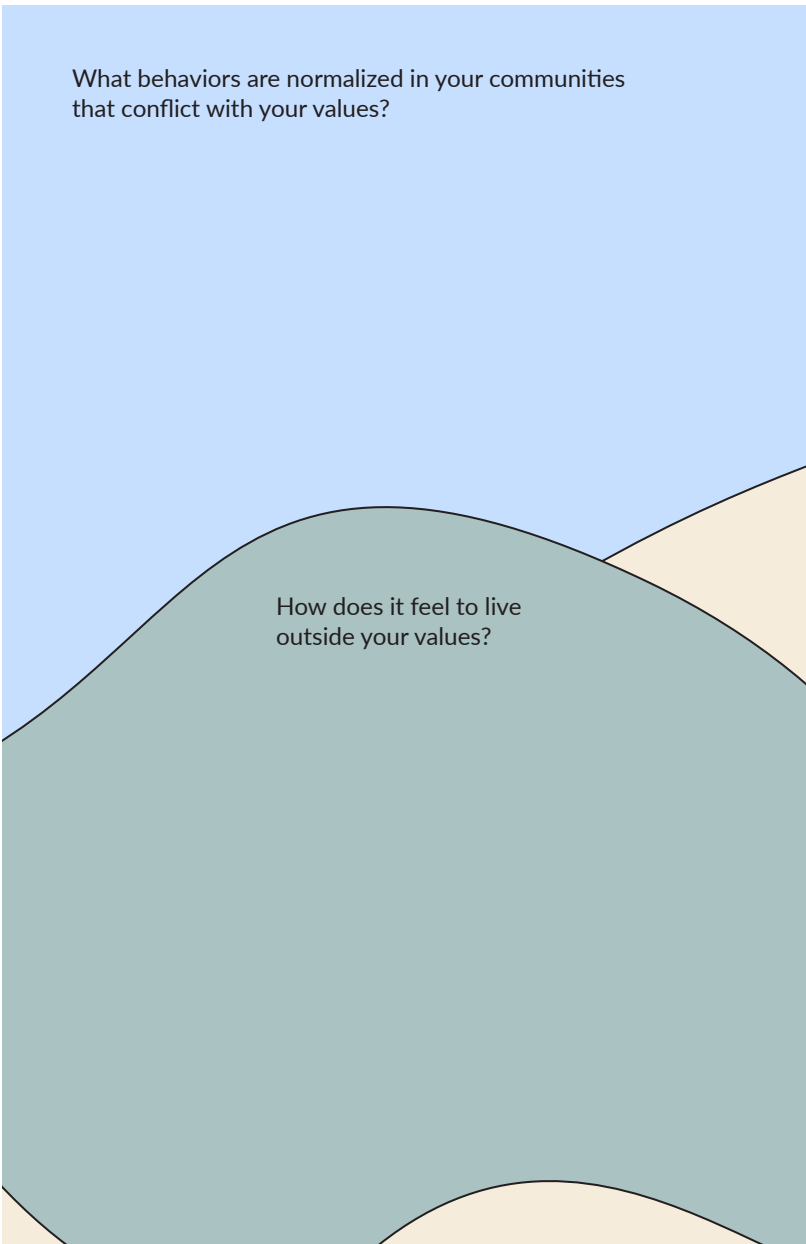
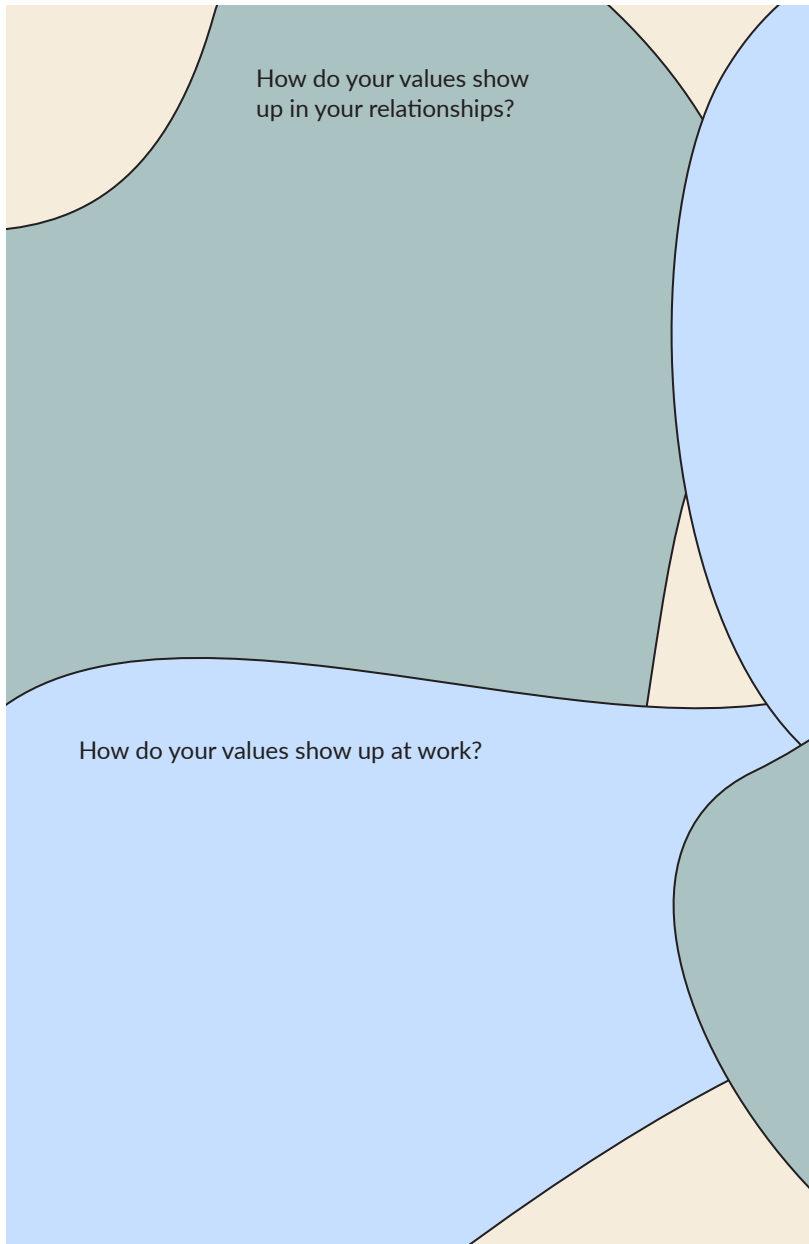
STEP #3

Lean into
your values

Where do your values come from?

What does it feel like to
live into your values?

How do your values
relate to your personal
experiences?



References

- Briscoe-Smith, Dr. Allison. 2022. "Belonging and Communication." Presented at University of Washington, March 31.
- Brown, Brené. 2018. *Dare to Lead : Brave Work, Tough Conversations, Whole Hearts*. Random House.
- . 2022. "Dare to Lead Hub: Operationalizing Your Organization's Values." Brené Brown.
- Groysberg, Boris, Jesse Price, Jeremiah Lee, and J. Yo-Jud Cheng. 2018. "The Culture Factor." *Harvard Business Review*. January 2018.
- Harris, Brittany J. 2021. "Operationalizing Justice: POWER to the People." The Inclusion Solution. The Winters Group, Inc. April 8, 2021.
- Keiling, Hanne. 2022. "Core Values: Overview and Examples." Indeed. February 15, 2022.
- Lencioni, Patrick. 2002. "Make Your Values Mean Something." *Harvard Business Review*. July 2002.
- National Park Service, The. 2019. "What Are Core Values?" Universal Service Training. Nps.gov. 2019.
- Watson, Ash, and Andy Bennett. 2020. "The Felt Value of Reading Zines." *American Journal of Cultural Sociology* 9 (1). September 12, 2020.
- Wojciak, Armeda, Jan Powers, Athena Chung, Yin Chan, Allison Pleggenkuhle, and Lisa Hooper. 2022. "ARCCH Model of Resilience: A Flexible Multisystemic Resilience Framework." *International Journal of Environmental Research and Public Health* 19 (7). March 25, 2022.