

Leadership & Management Development



2.9 Identifying Our Personal Values

The programmes within this Personal Development pillar are not “off-the-shelf” courses. They are designed as a menu of development options that can be combined, adapted and shaped to reflect what is really happening for individuals and teams within your organisation. What begins as a request for confidence, resilience or mindset support often reveals something deeper – identity, self-belief, emotional commitment or the ability to navigate change.

These outlines are therefore best read as catalysts for discussion – prompts to help you reflect on how people see themselves, how they show up at work and what inner shifts are required to unlock stronger performance and fulfilment. In practice, the most effective solutions often draw on complementary elements from across our other pillars – Communication, Management and Leadership, Business Development and Senior-Level Leadership and Talent Development. Every intervention we deliver is built in partnership with you, around your culture, your people and the outcomes you need to achieve.

Course Overview

Personal values guide how we think, behave and make decisions. Understanding them enables stronger clarity, better prioritisation and more authentic choices at work and in life. This one-day programme provides practical reflection and discussion to help participants identify their core values and understand how these influence motivation, confidence and wellbeing.

Participants will leave with a clearer sense of what matters most to them and how to align actions and decisions with their values for improved fulfilment and effectiveness.

Who Should Attend

Suitable for individuals who want to:

- Improve self-awareness and confidence
- Make more meaningful personal and career decisions
- Strengthen motivation and focus
- Align behaviour with their purpose and priorities

Relevant for all roles and career stages.

Context

Personal values influence how we behave, how we lead and how we are perceived by others. When leaders understand what truly matters to them, they build authenticity, trust and consistency. Misalignment between behaviour and values can lead to stress, disengagement and conflict.

At Expleo we help individuals explore what motivates them and how their values shape relationships and decisions. This programme enables participants to lead with greater clarity, confidence and purpose, supporting positive contribution to the organisation.

How Certification is Earned

Upon successful completion of this course, participants will be awarded a certificate of attendance from Expleo Academy.

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Course Objectives

By the end of this programme participants will be able to:

- Define personal values and their role in decision-making
- Reflect on how values influence priorities, fulfilment and relationships
- Identify their own values through guided exercises
- Evaluate alignment between current behaviour and personal values
- Apply values as a practical guide in everyday choices
- Build a personal commitment to honouring values more consistently

Course Outline

1. What Are Personal Values?

- Why values influence daily behaviour
- Sources of personal values

2. Identifying Core Values

- Self-reflection exercises to clarify what matters most
- Exploring how values show up in everyday actions

3. Values and Fulfilment

- Understanding personal motivation
- Recognising the impact when values are not honoured

4. Living Our Values at Work and Beyond

- Aligning decisions with what is important
- Strengthening relationships through values-driven behaviour

5. Applying Values to Future Choices

- Using values to support meaningful career decisions
- Resolving dilemmas and managing priorities

6. Personal Values Action Plan

- Committing to aligned action and positive habit changes
- Maintaining authenticity in challenging situations

Training Methodology

A reflective and supportive learning environment including:

- Individual values assessment exercises
- Group discussion and shared insights
- Guided reflection and practical application planning
- Facilitator support to deepen self-awareness

Participants leave with clarity on their values and a practical plan for applying them consistently.

Contact

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