



BRIGHT I COACHING  
HELPING YOU TO REACH YOUR GOALS

# The 5-Step Value Re-alignment guide

**YOUR GUIDE TO**

**FINDING ALIGNMENT WITH YOUR VALUES**

THIS GUIDE WILL HELP YOU TO IDENTIFY AND  
RECONNECT WITH YOUR CORE VALUES -  
THE INTERNAL COMPASS THAT GUIDES YOUR  
DECISIONS, LEADERSHIP STYLE AND SENSE OF  
PURPOSE.

**WWW.BRIGHTICOACHING.COM**

# INTRODUCTION

You're here because something isn't quite fitting anymore. Maybe work feels like a constant uphill battle. Maybe your motivation has faded or you find yourself asking, "Is this really what I want to be doing?". These are signs of misalignment- not with your skills or your capabilities, but with your values.



## Who This Is For:

This guide is perfect for quiet high achievers who have built a successful career but are right now feeling disconnected, stuck or burnt out, because they need to realign with their values.

## My Background

I've spent over 15 years working in the corporate world, climbing the career ladder, leading large teams. I'm a certified coach who has supported over 60 clients to lead themselves and others with confidence and authenticity.

## What You'll Discover

This short yet powerful workbook is designed to help you press pause, reconnect with what truly matters to you and make space for more intentional career choices moving forward

*Alex Dubois*

[WWW.BRIGHTICOACHING.COM](http://WWW.BRIGHTICOACHING.COM)

BRIGHT I COACHING

HELPING YOU TO REACH YOUR GOALS

# Step 1: Understand Why Values Matter

## Why Values Matter

When your career aligns with your core values:

- Your energy is more sustainable
- Decision-making becomes clearer
- Leadership feels more authentic
- And fulfillment doesn't have to wait for a title or promotion

This isn't about adding more to your to-do list. It's about getting clear on what really drives you- so you can move forward with more clarity, confidence and purpose.

## Take a Breath. Let's Begin

The first thing to do is to read and answer the 2 questions below. Grab a pen & let the pen do the talking!

When was the last time you felt truly energised and fulfilled at work?

*What were you doing, who were you with, and what felt meaningful about the moment?*

Think of a time when something at work felt "off" or frustrating- even if it looked good on paper.

*What do you think was missing or was compromised?*

## Step 2: Explore and Choose Your Top 15 Values

**Read through the list of values below & on the next 2 pages**

Highlight or circle the ones that resonate strongly with you – even if you can't explain why right away. Don't overthink it – trust your gut.

Aim to select around 10–15 values that feel meaningful true or essential to you.

Acceptance	Commitment	Dignity
Accomplishment	Common sense	Discipline
Accountability	Communication	Discovery
Accuracy	Community	Drive
Achievement	Compassion	Effectiveness
Adaptability	Competence	Efficiency
Alertness	Concentration	Empathy
Altruism	Confidence	Empower
Ambition	Connection	Endurance
Amusement	Consciousness	Energy
Assertiveness	Consistency	Enjoyment
Attentive	Contentment	Enthusiasm
Awareness	Contribution	Equality
Balance	Control	Ethical
Beauty	Conviction	Excellence
Boldness	Cooperation	Experience
Bravery	Courage	Exploration
Brilliance	Courtesy	Expressive
Calm	Creation	Fairness
Candor	Creativity	Family
Capable	Credibility	Famous
Careful	Curiosity	Fearless
Certainty	Decisive	Feelings
Challenge	Decisiveness	Ferocious
Charity	Dedication	Fidelity
Cleanliness	Dependability	Focus
Clear	Determination	Foresight
Clever	Development	Fortitude
Comfort	Devotion	Freedom

# List of Values

Friendship	Intensity	Potential
Fun	Intuitive	Power
Generosity	Joy	Present
Genius	Justice	Productivity
Giving	Kindness	Professionalism
Goodness	Knowledge	Prosperity
Grace	Lawful	Purpose
Gratitude	Leadership	Quality
Greatness	Learning	Realistic
Growth	Liberty	Reason
Happiness	Logic	Recognition
Hard work	Love	Recreation
Harmony	Loyalty	Reflective
Health	Mastery	Respect
Honesty	Maturity	Responsibility
Honor	Meaning	Restraint
Hope	Moderation	Results-oriented
Humility	Motivation	Reverence
Humor	Openness	Rigor
Imagination	Optimism	Risk
Improvement	Order	Satisfaction
Independence	Organization	Security
Individuality	Originality	Self-reliance
Innovation	Passion	Selfless
Inquisitive	Patience	Sensitivity
Insightful	Peace	Serenity
Inspiring	Persistence	Service
Integrity	Playfulness	Sharing
Intelligence	Poise	Significance

# List of Values

Silence  
Simplicity  
Sincerity  
Skill  
Skillfulness  
Smart  
Solitude  
Spirit  
Spirituality  
Spontaneous  
Stability  
Status  
Stewardship  
Strength  
Structure  
Success

Support  
Surprise  
Sustainability  
Talent  
Teamwork  
Temperance  
Thankful  
Thorough  
Thoughtful  
Timeliness  
Tolerance  
Toughness  
Traditional  
Tranquility  
Transparency  
Trust

Trustworthy  
Truth  
Understanding  
Uniqueness  
Unity  
Valor  
Victory  
Vigor  
Vision  
Vitality  
Wealth  
Welcoming  
Winning  
Wisdom  
Wonder

## Step 3: Narrow Down to Your Core 5-6 Values

From your initial list, start grouping, eliminating or combining overlapping values.

Your goal is to identify the 5-6 values that you simply can't leave or lead without. Reflect on the words themselves – if there's a better word to describe your value then change it – each word needs to speak to you.

List your values here:

1. 

---
2. 

---
3. 

---
4. 

---
5. 

---
6. 

---



## Step 4: Put them in order of Importance

### **Prioritise your values**

Not all values carry equal weight in every chapter of life. Rank your core values from the most to the least essential – this helps with decision-making and prioritisation.

To help you ask yourself “Is Value 1 more important than Value 2 or is Value 2 more important than Value 2?”

Do this with each value to end up with a list in order of priority.

List your values here from MOST important to LEAST important:

1. 

---
2. 

---
3. 

---
4. 

---
5. 

---
6. 

---



## Step 5: Reflect on Alignment right now in your life & work

### How fully are you living these values vs your desire?

Now it's time to think about your alignment with your values right now.

For each value ask yourself 2 questions:

1. To what extent am I currently living this value in my career and daily life? Score yourself from 0-10. 0= not living them at all, 10= living them the most I could!
2. How fully would you like to live this value? Score yourself from 0-10. 0= not living them at all, 10= living them the most I could!

Value Name	How fully are you living this value now?	How fully would you like to live this value?

# Step 5: Reflect on Alignment in Your Life and Work

## Reflect on the Living your Values table

Looking at the scores you have given yourself on the Values table on the previous page, take time to reflect and answer the questions below:

When looking at the table on the previous page, where do I have the biggest gap?

---

---

---

Why do I think that is?

---

---

---

What surprised me most about my scores?

---

---

---

If I could shift just one value by 1 point, which would I choose and what's one action I could take to do that?

---

---

---

---

# MOVING FORWARD

This framework provides a starting point to identify & reconnect with your core values. As a professional, you understand that sustainable growth comes from structured implementation and strategic support.

## NEXT STEPS TO CONSIDER

- Take time to reflect on the 5-step value re-alignment guide
- Implement the actions that resonate most with you
- Identify areas where you want to go deeper
- If you'd like to book a free Gaining Clarity Call with me then visit: <https://brighticoaching.com/gaining-clarity-call>



*Alex Dubois*

**WWW.BRIGHTICOACHING.COM**