



## 📌 NAME OF THE TOOL

Matching Values and Objectives (estimated time 60 minutes)

## 📌 DESCRIPTION OF THE TOOL

With this activity we will evaluate the ecology of values and objectives defined in previous activities. By ecology of objectives, we mean objectives that are aligned with the personal and professional essence of the coachee.

## 📌 OBJECTIVES OF THE TOOL



- 💡 To re-evaluate the vital objectives (personal and professional) as well as the most important values for the staff.
- 💡 To become aware of whether there is alignment between them (knowing that behind an objective there is always a value).

## 📌 CONNECTION THE TOOL WITH THE SKILL





- 🧠 This tool is directly connected to the strategic coaching process that should be implemented by a good hexagonal leader.
- 🧠 It is an integrated approach to coaching and executive development. It aligns the development needs of the coachee to the strategic needs of the organization.







## RESOURCES AND MATERIALS

-  Pen and paper
-  Sheet of Values (can be easily found in Google)

## IMPLEMENTATION OF THE TOOL

-  The coachee is asked to think about and record in writing 15 vital objectives that are important to him/her.
-  No matter in what order they are recorded, but only that they are really important and that he/she is motivated to achieve them.
-  Once they have finished, they are given the list of values and are asked to select the 10 values that are most important to them after reading them (they can add any others that do not appear in the list if they wish).
-  They are then asked to discard 3, then 2 and finally another 2, keeping 3 and establishing the order of value from most important to least important (among the first three).



## WHAT YOU LEARN

-  For both cases, and at the end of each one, the person is asked to spend a moment of reflection and awareness, accompanied by questions such as:
  -  What did you notice?
  -  What does this list (of objectives or values) say about you?
  -  If you were to get your hands on this document and you knew that it belonged to a third person, what do you think this person would be like?

# TRAINING TOOL

# “ COACHING



-  Finally, with a document in each hand, a comparison and check is made to see if the values that are most important to the learner are behind the objectives set as vital for the learner.
-  Reflection on the results (Group Feedback) and establishment of an individual action plan to seek greater alignment between objectives and values.