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MY TRUE COACH

Value-Based Coaching: Unearthing the Authentic Self

Value-Based Coaching is based on the idea that everyone of us is driven by a unique set of values: *intrinsic principles and beliefs that shape behaviours, decisions, and ultimately, the course of our life's.* These values are the compass that guides our journey, leading us toward authentic satisfaction and fulfillments.

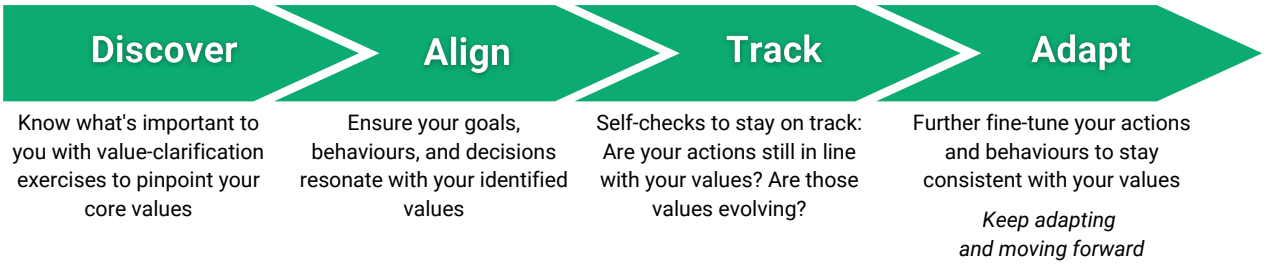
Key Components of Value-Based Coaching:

- **Tangible Self-Assessment:** This is about understanding not just what you do, but why you do it. What drives your choices? Why do some tasks feel like a chore while others energise you?
- **Actionable Alignment:** Knowing your values is one thing, but ensuring that they guide your daily actions and decisions is where the real change occurs.
- **Continuous Refinement:** As with any strategy, regular check-ins and adjustments are necessary. Your values may shift over time or with changing circumstances.

Benefits of Value-Based Coaching:

1. **Informed Decision Making:** With a clear understanding of your values, decision-making becomes more streamlined. You'll have a foundation to weigh your options against, leading to choices that align with your bigger picture.
2. **Enhanced Motivation:** Goals set in alignment with personal values tend to be more motivating because they resonate with your intrinsic drivers.
3. **Efficient Goal Setting:** By understanding what truly matters to you, you can set goals that are both meaningful and achievable, eliminating the clutter of irrelevant objectives.
4. **Consistency in Action:** With clarity on your driving values, inconsistencies in behaviour can be minimised, leading to a more predictable and stable path forward.

Practical Process



The emphasis on values is deeply rooted in many psychological, philosophical, and coaching traditions. In modern times, positive psychology, founded by Martin Seligman, also places a strong emphasis on values and their role in well-being. Additionally, Acceptance and Commitment Therapy (ACT), developed by Steven Hayes, points values clarification as a central component.
Values-based approach in coaching is a more recent evolution and has been influenced by many thinkers, authors, and coaching schools.

Map your values to your roles: See how they influence your daily actions with insightful exercise on the next page

Warm regards,

Tanya Deryglazova

Your coach

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MY TRUE COACH Discover Your Values in Action

Objective: To identify personal values that drive your actions, leading to more meaningful and fulfilling experiences.

This exercise inspired by ACT techniques will help you articulate the values that implicitly guide your actions and decisions.

1. **List Your Roles:**
   - Think of the different roles you play in your life (e.g., parent, partner, professional, friend).
   - Write down the top 3 roles that are most significant to you right now.
2. **Define Ideal Actions:**
   - For each role, imagine a perfect day where you embody the ideal version of that role.
   - Briefly describe what you'd be doing, how you'd be interacting with others, and how you'd feel.
3. **Uncover Values:**
   - Reflect on your descriptions. What underlying values can you spot?
   - For instance, if you wrote about listening attentively to your child's stories, a value might be 'being present' or 'connection'.

The same value can intersect with multiple roles and actions. You can follow below example to display how values cut across roles and influence different actions. It provides a visual representation of how deeply a value can be embedded in your life.

Value / Role	Parent	Employee	Friend	...
Honesty	Openly discussing grades with my child.	Being transparent about project challenges.	Admitting when I've made a mistake or misunderstood.	...
Commitment	Attending all of my child's recitals.	Completing tasks on or before the deadline.	Keeping promises and showing up for planned outings.	...
Empathy	Comforting my child during tough times.	Listening to a colleague's concerns without judgment.	Offering support when they're going through challenges.	...
...	...	...	...	...

This matrix showcases how the same value can drive different actions in different roles, emphasising the interconnected nature of our values and actions across the various hats we wear. **Your values/roles might be completely different from those in example.**

Tip:
Take your matrix to the next session to continue on actionable alignment.