

THE VALUES COMPASS

Re-anchor from role to what you stand for

A practical guide for career transition — identifying what matters, then turning it into choices you can actually make.

FEAR PROTECTS

How do I protect what I had?
How do I prove I'm still relevant?
How do I get certainty back?

VALUES DIRECT

What matters now?
Who do I want to be here?
What is worth moving towards?

Transition often makes fear louder. That makes sense — fear is trying to protect what mattered. Values do a different job. They do not remove uncertainty; they give you a direction to move in.

The Values Compass

A steadier you, in a changing world.



Fear protects. Values direct. Behaviour expresses. Boundaries sustain.

What a value is — and what it is not

A value is a quality you want to bring to how you live, work and relate. It can be practised in any role, and it is never “finished”.

	EXAMPLE	WHAT THE VALUE MIGHT BE
Goal	Get a new role	Curiosity · Courage · Growth
Outcome	Recognition or status	Contribution · Excellence · Leadership
Feeling	Feel confident	Courage · Openness · Self-respect

How to use this guide

- 1 Scan the values bank and mark 8–10 words that pull you.
- 2 Narrow to 5. Ask: if the title disappeared, which of these would still matter?
- 3 Choose 3 anchors for this chapter — not the three that sound most admirable.
- 4 Turn each one into one behaviour you can see, and one boundary that keeps it alive when pressure returns.

Choose values that create a slight sense of recognition or energy — “yes, that matters” — rather than what you think you should choose.

THE VALUES BANK

What do you want to stand for?

Use this list for inspiration, not as a test. Add your own words if something important is missing.

INTEGRITY & CHARACTER

- ☐ Integrity
- ☐ Honesty
- ☐ Accountability
- ☐ Authenticity
- ☐ Courage
- ☐ Humility
- ☐ Reliability
- ☐ Responsibility

GROWTH & CRAFT

- ☐ Curiosity
- ☐ Learning
- ☐ Mastery
- ☐ Excellence
- ☐ Creativity
- ☐ Growth
- ☐ Adaptability
- ☐ Discipline

RELATIONSHIPS

- ☐ Connection
- ☐ Compassion
- ☐ Kindness
- ☐ Generosity
- ☐ Loyalty
- ☐ Respect
- ☐ Trust
- ☐ Support

CONTRIBUTION & LEADERSHIP

- ☐ Contribution
- ☐ Service
- ☐ Leadership
- ☐ Developing others
- ☐ Stewardship
- ☐ Fairness
- ☐ Collaboration
- ☐ Impact

FREEDOM & WAY OF LIVING

- ☐ Autonomy
- ☐ Independence
- ☐ Freedom
- ☐ Balance
- ☐ Simplicity
- ☐ Adventure
- ☐ Vitality
- ☐ Presence

MEANING & PERSPECTIVE

- ☐ Purpose
- ☐ Meaning
- ☐ Wisdom
- ☐ Acceptance
- ☐ Patience
- ☐ Gratitude
- ☐ Spirituality
- ☐ Perspective

If a word feels more like an outcome than a direction, ask: "What quality do I want to bring to pursuing it?" Status, for example, might point to excellence, contribution or leadership.

Narrow it down

Write the five that feel most important now. Then circle the three you want to use as anchors for this chapter.

1

2

3

4

5

Your three anchors

1. Value

What this means to me

2. Value

What this means to me

3. Value

What this means to me

MAKING IT REAL

Value → behaviour → boundary

Values become useful when they change what you do. Behaviour expresses the value. A boundary helps it survive when pressure returns.

VALUE	BEHAVIOUR EXPRESSES IT	BOUNDARY SUSTAINS IT
<i>Curiosity</i>	<i>Have two exploratory career conversations this month.</i>	<i>No applying for roles just to feel productive.</i>

The example row is Sarah's, from the session.

When pressure returns

Use this check when an old rule starts making the decision for you.

FEAR / OLD RULE	What is fear trying to protect? Which rule is becoming loud?
VALUE	What do I want to stand for here?
SMALLEST NEXT CHOICE	What is one action that moves in that direction?
BOUNDARY	What do I need to stop, decline or protect so the value survives?

One final reflection

Imagine you meet someone ten years from now who knows nothing about your career. What would you hope they admire most about the person you have become?

Which choice this month moves you closer to that person?

The role may change. The title may change. Your values can remain.

You are not starting again. You are continuing — with greater awareness.