

Rokeach Value Survey

On the following pages are two lists of values; 18 terminal values and 18 instrumental values. Terminal values are “end result” values describing what you want to get out of life. Instrumental values are the ways you seek to accomplish your terminal values. Terminal values are marked with (T); Instrumental values are marked (I).

Your task is to put each value in a priority order - #1 matters most, #18 matters least – for **how each value matters to you**: how much of a “guiding principle” is each value in your life? Don't worry about how you believe you **should** prioritize the list, or how others might prioritize it for themselves, or how they might prioritize it for you. Prioritize the lists according to the way things are for you.

Print the Terminal and Instrumental Values on separate pieces of paper that you can cut into individual blocks. Start with the Terminal Value blocks. “What is it you want most out of life?” Arrange the blocks according to what matters most to you. When you're finished arranging your Terminal Values, copy the results onto the Terminal Values blank sheet (page 4). Ignore the “why this matters to me” column for the moment.

Do the same thing with the Instrumental Values blocks. “What is most important to you about the way you go about achieving your Terminal values?” Again, arrange the blocks according to what matters most to you. After you've finished prioritizing your Instrumental Values, transcribe them onto the Instrumental Values blank form (page 5).

The final step of identifying your Terminal and Instrumental Values is to write a short sentence about the meaning of each value. For example, if “National Security” is one of your higher values, you might understand it (and yourself!) better by identifying **why** it is a priority for you.

There are a couple of ways you can do this exercise: You can arrange the values in a “first thought that comes to mind” manner. Some people believe that this way most closely reflects how you see yourself. The other way is to spend some time on the project, thinking carefully about your choices. Other people believe that a carefully thought-out response more accurately reflects your view of yourself. Either way, your goal is to identify how you see yourself.

Nothing is set in stone: at any time, you should go back and change the ranked order of either list if you have any new thoughts about your answers.

When you've finished ranking both sets of values, you should have a fairly accurate picture of how you really feel about what's important in your life.

Why is this important? There are several reasons. First, people tend to try to accomplish similar results using similar means in a variety of situations in their lives and relationships. Sometimes its helpful to step back and see oneself through new eyes. Second, not everyone sees things the same way as another person does. Conflicts can arise when people hold different values and means of accomplishing their values. Understanding (and more importantly, **accepting!**) this may help you work more effectively with others who have very different Terminal and Instrumental values.

Have fun!

<p>A Comfortable Life a prosperous life (T)</p>	<p>Social Recognition respect and admiration (T)</p>
<p>Equality brotherhood and equal opportunity for all (T)</p>	<p>True Friendship close companionship (T)</p>
<p>An Exciting Life a stimulating, active life (T)</p>	<p>Wisdom a mature understanding of life (T)</p>
<p>Family Security taking care of loved ones (T)</p>	<p>A World at Peace a world free of war and conflict (T)</p>
<p>Freedom independence and free choice (T)</p>	<p>A World of Beauty beauty of nature and the arts (T)</p>
<p>Health physical and mental well- being (T)</p>	<p>Pleasure an enjoyable, leisurely life (T)</p>
<p>Inner Harmony freedom from inner conflict (T)</p>	<p>Salvation saved; eternal life (T)</p>
<p>Mature Love sexual and spiritual intimacy (T)</p>	<p>Self-Respect self-esteem (T)</p>
<p>National Security protection from attack (T)</p>	<p>A Sense of Accomplishment a lasting contribution (T)</p>

<p>Ambitious hardworking and aspiring (I)</p>	<p>Independent self-reliant; self-sufficient (I)</p>
<p>Broad-minded open-minded (I)</p>	<p>Intellectual intelligent and reflective (I)</p>
<p>Capable competent, effective (I)</p>	<p>Logical consistent; rational (I)</p>
<p>Clean neat and tidy (I)</p>	<p>Loving affectionate and tender (I)</p>
<p>Courageous standing up for your beliefs (I)</p>	<p>Loyal faithful to friends or the group (I)</p>
<p>Forgiving willing to pardon others (I)</p>	<p>Obedient dutiful; respectful (I)</p>
<p>Helpful working for the welfare of others (I)</p>	<p>Polite courteous and well- mannered (I)</p>
<p>Honest sincere and truthful (I)</p>	<p>Responsible dependable and reliable (I)</p>
<p>Imaginative daring and creative (I)</p>	<p>Self-controlled restrained; self-disciplined (I)</p>

Terminal Values	Why this matters to me
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Instrumental Values	Why this matters to me
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So what?

What difference does this exercise make?

Now that you know these things about yourself, what changes should you consider making in key areas of your life?

What does this say about your employment?

What does this say about your hobbies or recreational activities?

What does this say about your relationships within your family? Your marriage, children (etc)?

If you are currently experiencing conflict with someone, what role might differing values play in the conflict? How might you respond to this? Are there ways you can respect the other person's values while maintaining your own?

What additional insights has this exercise brought to your mind?