

The Wisdom Orchard

Leadership Development Worksheets



Knowing What You Stand For

Identifying Your Personal Values — and the Values You Share with Those You Lead

"Before you can call others to something greater, you need to know what you yourself stand for. Values aren't decoration — they're the root system. Everything else grows from there." — Michael Neiss

Why This Matters

In the orchard metaphor, values are part of the root system beneath the visible tree. You may not see them from the surface, but they determine everything: what gets nourished, what withers, what can weather a storm. A leader without clarity about their values is like a tree with shallow roots — fine in calm weather, vulnerable when conditions get hard.

This worksheet invites you to do two things:

1. Get clear about your own personal values as a leader.
2. Begin to identify the shared values that bind you to the people you lead.

Neither is a one-time exercise. Values work is ongoing — part of the longer season of tending the orchard.

Part One: Your Personal Values

Take your time with this. There are no right answers — only honest ones.

STEP 1 — Reflect on a moment when you felt most like the leader you want to be. Describe it briefly below:

What was happening?

How were you showing up?

What mattered most to you at that moment?

STEP 2 — From that reflection, and from your broader experience, list up to 10 values that feel most true and important to you as a leader. Use single words or short phrases.

(Examples: honesty, growth, fairness, courage, connection, accountability, service, humor, excellence — trust your instincts.)

1. _____	2. _____
3. _____	4. _____
5. _____	6. _____
7. _____	8. _____
9. _____	10. _____

STEP 3 — From your list above, circle or mark your top 3. Then answer:

My top 3 values are:

Why these three? What do they say about who I am as a leader?

Part Two: Shared Values

Individual values are essential — but leadership happens in relationships. The values you share with your team are what create genuine belonging, alignment, and trust. Shared values are not assigned from the top. They're discovered together.

Think about your team or the group you lead most directly.

STEP 4 — What do you observe your team caring deeply about? What behaviors and choices reveal what they value?

What I notice them caring about:

STEP 5 — Where do your personal values and your team's apparent values overlap? Use the table below to capture potential shared values — and explore where they're being lived out (or not).

Shared Value	What it looks like in action	Where it's being honored / where it's not

Going Deeper

One more set of questions to sit with.

Is there a gap between the values I say I hold and how I actually lead? Where?

What would change on my team if we were more intentional about our shared values?

What is one concrete thing I could do this week to honor a shared value more visibly?

An orchard thrives not because one tree is strong, but because the whole grove shares the same good soil. Your job as a leader is to know that soil — and to tend it together.

Name: _____ Date: _____ Role: _____