**VALUES SORT ACTIVITY**

**Career & Leadership Development Center**

**Lesson Topic**: Values Sort Activity (Answering the questions: What is important to you? How do your values influence your decisions?)

**Facilitation Time**: Approximately 30-45 minutes, depending on time allotted for in-class reflection.

**Instructor Preparation**: Prepare the Values Sort PowerPoint to use during the lesson. Visit the CLDC’s [website](https://www.ohio.edu/student-affairs/career-and-leadership) to learn more about our services and programs. If you would like to learn more about how you could use other CLDC tools to best fit your instructional goals, fill out our [Faculty Partner Form](https://ohio.qualtrics.com/jfe/form/SV_2lufz4vs6V91cDX) to initiate formal involvement with the CLDC in your class.

**Student Preparation**: Bring a laptop, tablet, or smartphone to class to complete the activity.

**Lesson Plan**:

1. Use the Values Sort Activity PowerPoint (available on CLDC website) to facilitate discussion and the activity. The PowerPoint also features the notes included below to guide the lesson. This lesson has been adapted from the [Knowdell Card Sort](https://www.knowdellcardsorts.com/) activity for “career values”.
2. Describe the purpose and goals for this activity.
   1. Purpose: Consider how your values align with career options. Identify values commonalities and differences as a group. Explore how your top values influence your career path and decision making​. Think about how your values fit with your interests and skills​.
   2. Goals: Identify your top values. Discuss how your top values reflect your career interests. Identify one strategy to better understand the role values play in your life.
3. Why is knowing your values important?
   1. Career development involves knowing about yourself, knowing your options, and being able to align your self-knowledge with your options to make informed career decisions.
   2. Self-knowledge includes awareness of your interests, values, and skills.
   3. Having strong self-knowledge can help you feel confident about the decisions you make related to your career development process.
4. Give students 10-15 minutes to complete the online values sort activity. Send out the [Values Sort Activity link](https://ohio.qualtrics.com/jfe/form/SV_3xBQz2b3eienva5) prior to or during the lesson.
5. Provide time for students to discuss their reactions to the activity in pairs or small groups before transitioning to large group discussion.
   1. In small groups, share your top values​
   2. How do you use your top values in daily life now? ​
   3. How do your values align with your career path? ​
   4. Were there any values on the list that surprised you? ​
   5. Did any values feel “good” or “bad” when you saw the list?
   6. Who or what influences your values?
6. Use the questions below to prompt student reflection about their activity experience as a large group. If there is not sufficient time to reflect in class, consider using these prompts as part of a written assignment or in an online discussion board.
   1. What is one value you cannot compromise?
   2. How do you anticipate your values shifting over time, if at all?
   3. Which of your values do you need to explore further?
   4. What is one action step you will take in the next 1-2 weeks to focus on better understanding your values?
7. Prior to concluding class, ask for students to share more about their experience completing this activity
   1. What is something you learned today?
   2. Who has worked with a CLDC coach before?
      1. CLDC coaches can help with identifying career paths of interest, finding a job or internship, applying for graduate school and many other career and leadership topics
      2. Schedule a 30-minute coaching appointment through Handshake
   3. Online resources include additional activities like this one, as well as links to career exploration tools