

Facilitator Guide: Define Your Values

Introduction: Why Values Matter

You Say:

"Sometimes we lose sight of what really matters to us—especially when we're caught up in a behavior of concern. Today, we're going to explore our personal values and how they line up with our current behavior. This activity is called **Define Your Values**, also known as the Hierarchy of Values, and it can help us reconnect with our motivation to change."

Key points to highlight:

- Everyone has values they care deeply about (family, health, purpose, relationships).
- Sometimes our behavior of concern pushes those values to the side.
- Defining and revisiting our values can strengthen our **motivation for change**.

Step 1: Group Brainstorming – What Matters Most?

You Say: "Let's start by identifying what matters most to you. These can be people, goals, qualities, or dreams, anything that feels meaningful."

- Ask participants: **"What are the five most important things in your life?"**
- Write down responses on a flip chart, whiteboard, or shared screen.
- If needed, prompt with examples: family, health, faith, freedom, stability, creativity, purpose, friends.

Facilitator's Role:

- Normalize different responses, there are no wrong answers.
- Once you have a good list on the whiteboard or screen, invite participants to spend a few moments choosing their five top, most important values, quietly by themselves.
- As people finish up, you can start the next step.

Step 2: Where Does the Behavior of Concern Fit?

You Say: "Now, let's ask an honest question: **Did you put your behavior of concern on your list of what you value most?** Does it support your values—or compete with them?"

Ask: "**Does this behavior impact any of your values negatively? Does it get in the way of what's important to you?**"

- Invite participants to reflect or share.
- Then say: "**If your behavior of concern is taking priority, we can show that visually.**"
- On top of the list brainstormed, write **Behavior of Concern** at the top.

You Say: "When we're in the moment—feeling urges or acting automatically—we don't always think about the long-term impact. But if we put this behavior above the things we value most, it affects everything on our list."

Step 3: Rewriting the List with Recovery in Mind

You Say: "Now let's rewrite the list—this time, with **recovery** or **change** at the top."

- Cross out "Behavior of Concern."
- At the top of the new list, write: **1. Recovery / Wellness / Change.**
- Keep the participant's values below it.
- Draw arrows from Recovery down to each value.

You Say: "When we put recovery at the top, we're actually protecting and honoring all of our values. Taking care of your recovery supports your relationships, your health, your goals, everything that matters."

Closing the Exercise

You Say: "This list can be a powerful reminder—especially when urges or doubt show up. When you're thinking clearly, your values lead the way. Keep this list somewhere you can find it when you need it."

Facilitator Quick Tips:

- Encourage honesty without judgment, this is about self-reflection.
- Adapt the activity for writing on paper, whiteboards, or digital tools.
- Use visual elements (lists, arrows) to help participants see the connection.

Summary

The **Hierarchy of Values** tool helps participants identify what truly matters to them—and how their behavior of concern may conflict with those values. By placing **recovery at the top**, they can reconnect with purpose, reinforce motivation, and support lasting change.