



FAIM Core Values Inventory

Faculty Advancing Inclusive Mentoring (FAIM)

Practical Toolkit for Mentoring

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Brown, B. (2018). *Dare to lead: Daring greatly and rising strong at work*. Vermillion.



Faculty Advancing Inclusive Mentoring (FAIM)

FAIM Worksheet to Identify and Define Your Values

Purpose

Understanding your core values can help you engage in value-driven decisions and actions in academic and professional relational environments, such as within a research team or a one-to-one mentor/mentee relationship.

This worksheet can help you identify your core values, or the ways of thinking and being that you hold most important. It can also help you explore how to practice living your core values through decision-making and actions in academic and professional relational environments, such as within a research group or a one-to-one mentor/mentee relationship.

You should plan to cyclically return to your responses to ensure your actions and decisions are grounded in your core values and/or to identify when and why your core values might change.

Instructions

Step 1: Reflection and Identification

Review the comprehensive, but not exhaustive, list of values in this resource. Identify and circle **up to 10 values** that resonate most with you.

Step 2: Narrowing and Definition

Reflect upon the 10 core values you identified and select the **5 values most important** to you. Define them in your own words.

Step 3: Further Refinement and Description

Next, select the **2 core values that are essential to who you are** and underlie your actions.

Step 4: Alignment of Core Values to Academic and Professional Decision-Making & Behavior

After you identify your **2 core values**, complete this worksheet to capture:

- How do you already, or aspire, to demonstrate your core values within your professional and academic relationships?
- What tendencies do you have that may be misaligned with your values?
- What circumstance might make it difficult to act in accordance to your values (e.g., times of stress, conflict, etc.)?

Finally, identify a few tactics to realign your decisions with your **core values**.



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Identify Your Core Values

Circle the **10 values** that resonate most with you.

Access	Diversity	Integrity	Responsibility
Accountability	Efficiency	Intuition	Risk-taking
Achievement	Empathy	Investment	Security
Activism	Environment	Joy	Self-discipline
Adaptability	Equality	Justice	Self-expression
Adventure	Equity	Kindness	Self-respect
Altruism	Ethics	Knowledge	Serenity
Ambition	Excellence	Leadership	Service
Authenticity	Fairness	Learning	Simplicity
Authority	Faith	Legacy	Spirituality
Balance	Family	Leisure	Stewardship
Belonging	Forgiveness	Love	Success
Career	Freedom	Loyalty	Teamwork
Caregiving	Friendship	Making a difference	Thrift
Co-creation	Fun	Nature	Time
Collaboration	Future generations	Nurture	Tradition
Collegiality	Generosity	Openness	Transparency
Commitment	Giving back	Optimism	Travel
Community	Grace	Order	Trust
Compassion	Gratitude	Patience	Truth
Competence	Growth	Peace	Understanding
Competitiveness	Harmony	Perseverance	Uniqueness
Confidence	Health	Personal fulfillment	Usefulness
Connection	Home	Power	Vision
Contentment	Honesty	Pride	Vulnerability
Contribution	Hope	Recognition	Wealth
Cooperation	Humility	Reliability	Wellbeing
Courage	Humor	Resilience	Wisdom
Creativity	Inclusion	Resourcefulness	Others: _____
Cultural heritage	Independence	Respect	
Curiosity	Initiative		
Dignity			



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Define

Select the **5 values most important** to you. In the matrix below, indicate how you define each of these 5 values.

Value	How do you define this value?
Sample: Integrity	Choosing courage and what is right over what is easy; expressing <i>and</i> practicing values

Further Refine

Now choose the **2 core values** most essential to who you are.

Value 1: [TEXT]

Value 2: [TEXT]

For each of your **core** values, describe how it defines you.

Value 1: [TEXT]

Value 2: [TEXT]



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Describe

After you select each of your **core values**, ask yourself the following questions:

Value 1: [TEXT]

1. Does this value exemplify who I am when I am at my best? If so, how? If not, what gets in the way?
2. Do I use this value to inform decision making, including when confronted with difficult circumstances? If so, how? If not, what gets in the way?
3. Do I consistently live this core value? If so, how? If not, what gets in the way?

Value 2: [TEXT]

1. Does this value exemplify who I am when I am at my best? If so, how? If not, what gets in the way?
2. Do I use this value to inform decision making, including when confronted with difficult circumstances? If so, how? If not, what gets in the way?
3. Do I consistently live this core value? If so, how? If not, what gets in the way?



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Practice Core Values in Academic & Professional Spaces

Address the questions below. A sample set of responses is located at the end of this document.

Value 1: [TEXT]

1. What are one or two behaviors that support your value in the context of academic and professional spaces?
[TEXT]
2. What pressures do you face as an academic and professional that may make it difficult to live this value?
[TEXT]
3. Consider times of stress (e.g., difficult conversations, and competing responsibilities), when you might find yourself engaging in behaviors that are in tension with this value. What might this look like when you are not living your values?
[TEXT]
4. What are some steps you can take to align your behaviors with your values, particularly in times where it may be difficult to do so?
[TEXT]



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FAIM Worksheet to Identify and Define Your Values

Value 2: [TEXT]

1. What are one or two behaviors that support your value in the context of academic and professional spaces?
[TEXT]
2. What pressures do you face as an academic and professional that may make it difficult to live this value?
[TEXT]
3. Consider times of stress (e.g., difficult conversations, and competing responsibilities), when you might find yourself engaging in behaviors that are in tension with this value. What might this look like when you are not living your values?
[TEXT]
4. What are some steps you can take to align your behaviors with your values, particularly in times where it may be difficult to do so?
[TEXT]



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Sample Responses

Value 1: Integrity

1. What are one or two behaviors that support your value in the context of academic and professional spaces?
 - Using my positionality to advocate for earlier career scholars when I see unfair treatment or harm onto others
 - Saying what I mean, and meaning what I say about myself, my goals and aspirations, my worldviews and experiences, etc.
2. What pressures do you face as an academic and professional that may make it difficult to live this value?
 - Expected / institutionalized deference to later career academics
3. Consider times of stress (e.g., difficult conversations, and competing responsibilities), when you might find yourself engaging in behaviors that are in tension with this value. What might this look like when you are not living your values?
 - Not questioning my own and others' words or practices that may be harmful or unfair
 - Performing who and how I think others want me to be instead of in accordance to my values and beliefs about what is right and wrong
4. What are some steps you can take to align your behaviors with your values, particularly in times where it may be difficult to do so?
 - Engage in a community of peers where we can hold one another accountable for practicing our values
 - Ask for support to help me navigate organizational structures and relationship norms so that I can advocate for others even when it's difficult