

What are your values?

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People often talk about values with a vague understanding that these are important. Despite an awareness of the importance, it is rare to give proper time to think about what values are and what they mean for your choices in life.

Your values are those things that you hold up as important, the principles that guide your behavioural choices. When working within your value set, your work feels fulfilling and worthwhile. Values can be motivators to action and decision and you will feel satisfied when you are in a context that aligns with your values. When these values are crossed or when you are in situations that leads you to act against your values, you can feel unsettled, unmotivated and stressed.

Shared or absolute values

There are some values that are held by most people, for example, valuing human life and honesty, these are often described as absolute values. Whilst these are a key part of cultural identity and they are important to the functioning of wider society, they are less useful in identifying individual differences that might impact upon career decision making.

NHS shared values

Organisations often publicise their organisational values to indicate those things that are most important to their workers and the organisational vision.

In the NHS six values were identified through interviews with staff across the organisation. These will hopefully resonate with you and it is worth considering that these are shared NHS values so may also resonate with your interviewer at selection.



Our Culture of Compassionate Care

Each of the 6Cs carry equal weight and focus on putting the person being cared for at the heart of the care they are given.

Defining the 6Cs

Care

Care is our core business and that of our organisations, and the care we deliver helps the individual person and improves the health of the whole community. Caring defines us and our work. People receiving care expect it to be right for them, consistently, throughout every stage of their life.

Compassion

Compassion is how care is given through relationships based on empathy, respect and dignity - it can also be described as intelligent kindness and is central to how people perceive their care.

Competence

Competence means all those in caring roles must have the ability to understand an individual's health and social needs and the expertise, clinical and technical knowledge to deliver effective care and treatments based on research and evidence.

Communication

Communication is central to successful caring relationships and to effective team working. Listening is as important as what we say and do and essential for "no decision about me without me". Communication is the key to a good workplace with benefits for those in our care and staff alike.

Courage

Courage enables us to do the right thing for the people we care for, to speak up when we have concerns and to have the personal strength and vision to innovate and to embrace new ways of working.

Commitment

A commitment to our patients and populations is a cornerstone of what we do. We need to build on our commitment to improve the care and experience of our patients, to take action to make this vision and strategy a reality for all and meet the health, care and support challenges ahead.

Personal values

Your personal values will be entirely unique, a consequence of your culture, your relationships and your experiences. These are the ones that you need to particularly consider when making your decision, it is these personal values that will make your decision differ from other trainees.

The next page has a number of values that can relate to the type of work you might choose as an individual. From this list (or add your own) identify 5 that are most important to you and also 3 that you would not want present in your workplace:

Five most important work-related values	Three values that you do <u>not</u> want present.



Would your family and friends be able to see your top five values in your past choices and behaviours? Would they pick out the same top five? What, if anything, might they pick out differently?

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Identify two experiences that you have had that allowed you to live up to these values.

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Identify an experience that crossed or challenged these values.

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This is an individual, and quite personal, activity. However, you will get the most from it if you find someone to talk it over with. Consider the following questions:

Do all specialities provide you with the same opportunity to work with your values?

If not, what does this suggest about the 'best fit' specialities for you?