

# KNOWING YOUR PERSONAL AND PROFESSIONAL VALUES, PT. 2 - INSPIRING VALUE CONGRUENCE



## What is it?

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**Value congruence** refers to how much our values align with the values held by peers or organizations.

Value congruence is often something we feel. When we feel it, we just know. And when we do not, we may feel confused, uncertain, and unsettled. Experiencing higher value congruence supports greater work engagement, persistence, and wellness.

## Reflect

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**Take some time to self-reflect and consider the following questions. Jot down your answers.**

To support your insight into value congruence, ask yourself:

- What are my professional values?
- What are some ways you express your professional values?
- What values are held by the professional setting you are in or interested in being in?
- What are some of the ways these values are communicated by your professional setting?
- In what ways do your values align with those in your professional setting? In what ways do they misalign?
- How does it feel for you?

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### Put Into Practice

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Understanding your personal and professional values is fundamental to encouraging congruence within career settings. Personal values represent beliefs that inspire our decisions and actions and, professional values help define why we work, what work we commit to, and how we experience professional settings. So, reflecting deeper on your personal and professional values, where they come from, and how they are expressed and honored can be a useful ongoing process.

**Share your values and experience of value congruence (or lack thereof) with others.** "Value Congruence" is not a term we use in everyday conversation. However, having conversations about how your values may align with your work or how you hope to experience such alignment can be useful for building genuine professional relationships, gaining an ability to clarify and define your own values, and identifying personal hopes and needs that can guide decisions related to your career development.

We encourage you to revisit the questions above often to gain more clarity. But remember:

**Keep it real.** We must acknowledge that experiencing 100% value congruence is unrealistic. Diversity in perspective is a good thing, especially within organizations, and we are never going to feel that each and every task on our to-do lists is fully aligned with our values or that we are 100% aligned with every colleague or supervisor. At the same time, when we experience significant incongruence, we must be real with ourselves and recognize its impact on our wellness and performance.

Recognizing the reality of our situation helps us decide how we'll adapt in situations or environments that do not align with our values, and/or seek out new opportunities that better align.

***Was this helpful? We encourage you to print or download our toolkits for your future reference!***



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#### Sources

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