

Values-in-Conflict Worksheet

Leaders often face situations where two or more of their core values appear to be in tension. The Values-in-Conflict Worksheet helps you clarify what is at stake, weigh possible approaches, and make a decision that aligns with your overall leadership philosophy.

Use this worksheet when you are faced with a decision or challenge where your values may be pulling you in different directions.

Step	Guiding Questions	Your Notes
1. Define the Situation	What is the specific decision, challenge, or conflict you are facing?	
2. Identify the Values in Tension	Which of your core values are at odds in this situation?	
3. Explore the Stakes	What is at risk if you choose one value over the other?	
4. Consider Possible Actions	What are your potential courses of action?	
5. Evaluate Alignment	Which action best reflects your leadership philosophy and long-term goals?	
6. Decide and Act	What will you do, and by when?	
7. Reflect	What insights or knowledge did you gain from your experience after taking action?	