



GVV Survey

The Giving Voice to Values approach to values-driven leadership development calls on us to think about values conflicts and ethical challenges in an entirely new way.

The following survey invites you to consider and surface your “starting assumptions” about values and how they play out in your broader life. As we progress through this course, you will want to re-visit these assumptions to reflect on how they may be changing.

1) The hardest values conflicts are in the grey areas; the “black and white” questions are easy.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

2) When it comes to values conflicts, the most important thing to learn is how to analyze a difficult situation and figure out what is right.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

3) VALUES: When it comes to values conflicts, most folks share the same values.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

4) VALUES: When it comes to values conflicts, everyone has a different set of values, so it is very difficult to communicate them.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

5) VALUES: When it comes to values conflicts, it doesn't matter what others think because I know I'm right and I will stand up for my values.

- Strongly agree
- Somewhat agree

- Not sure
- Somewhat disagree
- Strongly disagree

6) NORMALIZATION: When it comes to values conflicts, they are often unexpected and catch me by surprise.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

7) NORMALIZATION: When it comes to values conflicts, they get in the way of getting my real work done.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

8) NORMALIZATION: When it comes to values conflicts, they are everyday occurrences, and they don't bother me much because I know how to handle them.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

9) NORMALIZATION: When it comes to values conflicts, I try to rush through them so I can get back to work.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

10) CHOICE: When it comes to values conflicts, I often feel as if I don't have a choice.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

11) CHOICE: When it comes to values conflicts, I have often voiced my values effectively.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

12) CHOICE: When it comes to values conflicts, I can think of times when I did not voice my values effectively.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

13) CHOICE: When it comes to values conflicts, I would like to voice my values more often and more effectively.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

14) PURPOSE: I see myself as someone who would go to work to do my job, but not someone who usually thinks in terms of larger goals or meaning for my work.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

15) PURPOSE: I believe my future work will be meaningful and will make a contribution to the world.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

16) PURPOSE: I'd expect to see my role at work as important and seek to understand its impact.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

17) PURPOSE: I see myself as someone who would take time to think about what I am working for.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

18) SELF-KNOWLEDGE AND ALIGNMENT: I see myself primarily as an:

- Introvert
- Extrovert

19) SELF-KNOWLEDGE AND ALIGNMENT: Based on my answer to Question 18, what impact does that have on my ability to voice my values?

[Free answer]

20) SELF-KNOWLEDGE AND ALIGNMENT: I see myself primarily as:

- A risk-taker
- Risk-adverse

21) SELF-KNOWLEDGE AND ALIGNMENT: Based on my answer to Question 20, what impact does that have on my ability to voice my values?

[Free answer]

22) SELF-KNOWLEDGE AND ALIGNMENT: I like to primarily work:

- On my own
- In teams

23) SELF-KNOWLEDGE AND ALIGNMENT: Based on my answer to Question 22, what impact does that have on my ability to voice my values?

[Free answer]

24) VOICE: When I have an important or difficult message to deliver, I pre-script myself.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

25) VOICE: When I have an important or difficult message to deliver, I practice out loud.

- Strongly agree
- Somewhat agree
- Not sure

- Somewhat disagree
- Strongly disagree

26) VOICE: When I have had an important or difficult message to deliver, I invite trusted people to act as peer coaches.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

27) VOICE: I think that one has to deliver values-based messages firmly and with conviction, and they often require the ability to engage in heated argument.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

28) VOICE: I think you can voice your values by asking questions.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

29) REASONS AND RATIONALIZATIONS: When it comes to values conflicts, you never know what kinds of objections you are going to face.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

30) REASONS AND RATIONALIZATIONS: When it comes to values conflicts, there are a predictable set of arguments you are likely to encounter.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

31) REASONS AND RATIONALIZATIONS: When it comes to values conflicts, understanding where the other person is coming from is likely to confuse me and weaken my resolve.

- Strongly agree

- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

32) REASONS AND RATIONALIZATIONS: When it comes to values conflicts, there are no good reasons/justifications for unethical behavior.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

33) REASONS AND RATIONALIZATIONS: When it comes to values conflicts, I understand the costs of voicing my values.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

34) REASONS AND RATIONALIZATIONS: When it comes to values conflicts, I understand the costs of NOT voicing my values.

- Strongly agree
- Somewhat agree
- Not sure
- Somewhat disagree
- Strongly disagree

This material has been adapted for the Online Ethics Center from the Giving Voice to Values content created by Dr. Mary Gentile.