

Values Triggers Self-Assessment

This reflective tool is designed to help identify the types of values differences in your work. By circling your top hotspots, you can begin to recognize where your values may come into tension with clients or other workers.

Circle your top 3 values hotspots:

Religious differences | Political views | Family structures
Cultural practices | Lifestyle choices | Gender/sexuality
Parenting approaches | Economic differences

Common reactions to watch for

- | | |
|--|---|
| <input type="checkbox"/> Physical discomfort | <input type="checkbox"/> Reduced empathy |
| <input type="checkbox"/> Avoidance | <input type="checkbox"/> Difficulty listening |
| <input type="checkbox"/> Judgmental thoughts | <input type="checkbox"/> Defensiveness |

Quick Reflection Tool

After a values conflict, ask yourself:

- What specific values of mine were challenged?
- How did my reaction affect the situation?
- What other perspectives might be valid here?
- What would help me respond differently next time?

Daily Resilience Practices

- Practice “noticing without judging” strong reactions
- Take mindfulness breaks between difficult interactions
- Pause to ground yourself when emotions are high
- Use a personal centring phrase
- Distinguish between thoughts, feelings, and actions
- Maintain a support network for processing

Effective Communication Strategies

When values differences arise:

- “I see this differently. Could we discuss our perspectives?”
- “I’m noticing I have a strong reaction here. Let me refocus on client needs.”
- “I respect your view. My approach would be different because...”
- “I’m curious about what led you to that conclusion.”

Setting boundaries:

- “I need some time to process before continuing this conversation.”
- “I’m comfortable discussing professional aspects but not my personal views.”

Personal Boundary Framework

Engage when:

- You can maintain professional objectivity
- Values difference doesn’t impact service quality
- You have capacity to process your reactions

Consider referring when:

- Your reactions might compromise service
- You cannot separate values from service needed
- The situation repeatedly causes distress

When advocating with supervisors:

- Be specific about the situation and your reactions
- Focus on service quality, not changing others
- Request clear guidance and support

Navigating values differences is a skill that improves with practice.
Your growth in this area benefits both you and those you serve.