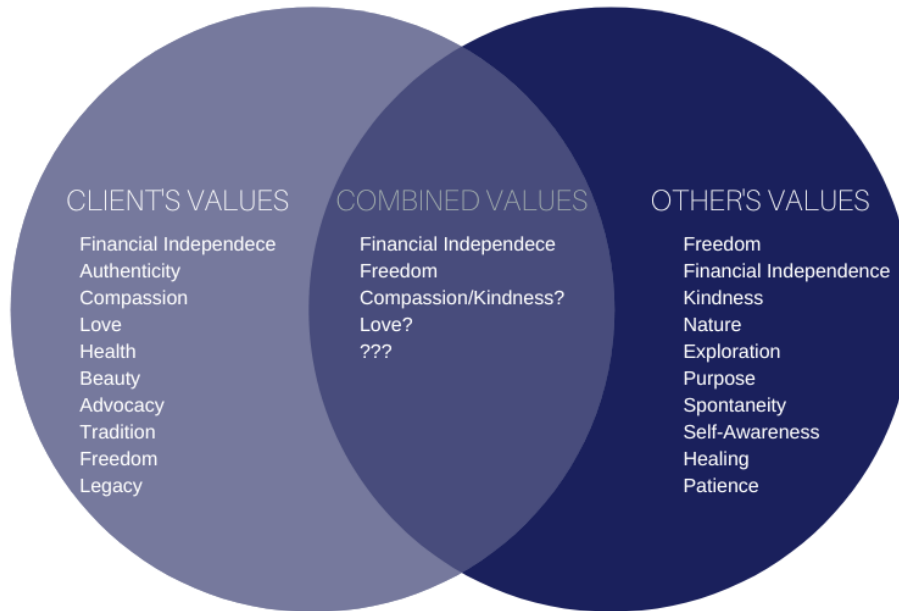


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## VALUE CONFLICT REVIEW WORKSHEET



### THE PURPOSE OF THE EXERCISE

To support clients who experience value conflicts, whether they are experienced only internally or being actively expressed externally with others, develop:

- Meaning
- Clarity of importance and priority
- Discover beliefs, both helpful and unhelpful, known and suppressed
- Discover strengths
- Brainstorm solutions for resolving conflict with others by examining the other's values and inviting them into information-seeking conversations to find the "third alternative"



## COACHING APPLICATION

NOTE: The ITTC Values and Strengths Assessment should be completed before using this exercise with clients.

There are five reasons to use the values assessment:

1. to clarify what's important,
2. to give clients a metric for success,
3. to give clients a new context for decision-making - a process that addresses their truth above other societal-based norms they may have been deciding from, and to discover what is true about those norms and how they may or may not want to continue adhering to them,
4. to help them resolve conflicts within themselves and others. Having profound clarity about values helps people understand what needs to be addressed to achieve more inner harmony,
5. to discover beliefs about their values and their capacity for enacting them.

However, working with the values in this manner can take the client into challenging emotional processes when they must come to terms with what hasn't worked in their life or existential unhappiness and prolonged longing for more meaningful expression.

Inevitably, conflict will likely arise when examining values as thoroughly as this assessment does. When you identify conflict, address it through questions and reflective statements like:

- When you notice uncomfortable body language such as flinches, staring into space, or other noticeable discomforts: "What's happening right now?"
- "What are your concerns about that?"
- "Is this something you have thought about before, or is this a new thought/concern?"
- "How have you been being with this before now?" (please remember that transformational language does not always reflect proper grammar. We want to introduce the concept of "being with" as often as possible to support the client's increased capacity to develop self-awareness. If we ask, "How have you noticed this before?" we are asking a different question. It is not a bad question, but in this first discovery phase around the conflict, as coaches, we want to know how they have either avoided this concern or used this concern to sabotage effective, helpful action.)
- "What did you believe would happen if you addressed this conflict?"
- "How do you know that?"



- “What would be worth addressing this conflict if you could feel safe doing it?”
- “What would you need to know before addressing this conflict?”
- If other people are involved,
  - “What do they believe about this?”
  - “What are their values?”
  - “What do they want around this conflict?”
  - “How do you know that?”
  - “Would it be worth it to know for sure?” If not,
  - “What would make it worth to know for sure?”
  - “What would you have if you knew for sure?”
  - “Would you be willing to have an information-seeking conversation with them to find out?”
  - “How do you want to approach them with this request?”
  - “What would this conversation be for?”
  - “How would you convey to them what you want from this conversation?”

### **How to Use the Worksheet When Conflict Exists Between the Client and Others**

Ask the client to list their values around the conflict on the left side of the diagram and what they believe are the other person’s values on the right side of the diagram. Then examine which values are the same or similar and list them in the middle of the diagram.

After that is complete, ask them:

- “Without verifying this information with \_\_\_\_\_, what possible routes are you seeing for a resolution that might meet both your needs?”
- “How willing are you to engage them in a conversation around this topic?”
- “Would you be interested in showing them this worksheet and double-checking your understanding?”
- “Would you be willing to give them a blank worksheet that you work on together?”
- “When conversing with this person around the conflict, what would you like to tell them about how you want to see this resolved?”

If the client does have the conversation with the other, ask them if and how their perspectives have changed and what new resolutions or ideas are arising.