Module: 2 - Graduation Requirements - Assessment Tools

Unit: 2.3.2

THE ITTC VALUES AND STRENGTH ASSESSMENT TOOL

The ITTC Values and Strength Assessment Tool was created and revised from several influences over the years. My values have greatly informed my decisions and choices in self-discovery and empowerment. I spent time contemplating what I valued about my life, myself, and my gift and talents—taking the time to be with what was important and the big 'why' helped me make choices based on my truths and helped me discover my strengths. Being with the confusion and conflict created by competing values also played a large part in helping me find out which value was most important in different situations and in supporting intentional and deliberate choices.

Tony Stoltzfus inspired the influence for the revised form in his book, "Coaching Questions." The third and fourth influences came from my work with other processes in private sessions with a counselor and my clients. Each professional and several clients gave me insight and feedback on utilizing this tool from a deep transformational coaching perspective. One client created her own process, which has been incorporated into my work with every client with whom I utilize this tool.

Goals:

1. Develop a client's self-awareness about their goals by focusing on their values.
2. Delineating and distinguishing what their values are and what they mean to the client,
3. Test what is more important overall and in different situations,
4. Discover the strengths they have and are using currently to enact the value,

5. Discover what causes them to choose something different,
6. Support them in creating their definition of the value,
7. Support their use of the information to self-coach at the moment.

Testing:

We are testing two things: a client's values and their strengths to enact those values in different situations to help them distinguish what is essential and make empowering choices in any given moment. This is a beautiful tool to develop clients' ability to self-coach themselves.

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Client Needs:

Many of my empowerment and spiritual emergence clients come to their sessions trying to determine what they want and how actually to empower themselves to get what they know they want. They connect with their Spirit/Soul's desire and attain authenticity. When clients know what they value, it narrows the choices they have.

Exercises and Assignments:

After they have chosen the top 10 values and in session, we test them one against the other to determine their current priority. I give them writing assignments and ask them three questions (the first two questions are influenced by the work of Dr. Rosie Kuhn):

1. What do you have when this value is enacted?
2. What do you not have?
3. This question is specific to the choice or dilemma the client is attempting to resolve.

While it would seem the answers to question number 2 would be the exact opposite of number 1, they are not always the same. It is interesting to discover what is inside the head and hearts of your clients when you ask obvious questions. I always get surprised by the variety of responses.

This exercise also helps you learn the client's language and the meaning of these values. This way, you do not make any assumptions about the meaning and assume you know what they mean.

Reliability:

This assessment has consistently produced the following:

1. New awareness about what their values are
2. What their value conflicts are
3. Clarity about why they have the dilemma they have
4. Understanding what they need to do next
5. Validation of their choices
6. Motivation to act authentically

7. Motivation to restore balance by enacting a value they have been ignoring
8. Distinguishing language to use with people in their life about what they want and to use when making requests