19th Annual ICSV Conference

Illustrating Professional & Personal Values Through Art

Finding the Good Life: How Positive Psychology Can Help College Students to Discover and Utilize their Personal Strengths and Virtues

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Illustrating Values

What are your thoughts on career?

“I don’t know but I want to do something that I enjoy and my parents just want me to be happy.”

Illustrating Values

- How do we help students make sense of their values?
- How can we be more innovative and meaningful in this process?
- How can our approach with students be more like a story or work of art rather than a profile of traits or set of scores?
- How can students make use of this?

Illustrating Values

http://www.britishcouncil.org/arts-art-314x315c

http://career-counseling.hylton.groupfusion.net

Warm-up Activity

Illustrating Values

Independence

Creative Expression

Fast Pace

Advancement

Influence People

Help Society

Honesty And Integrity

Fun And Humor

Exercise Competence

Job Tranquility

Security

Work On The Frontiers Of Knowledge

Stability

Public Contact

Community

Moral Fulfillment

Work With Others

Profit, Gain

Steep Learning Curve

Practicality

Knowledge

Aesthetics

Work Alone

Friendships

Power And Authority

Competition

Recognition

High Earnings Anticipated

Environment

Structure And Predictability

Group & Team

Tradition

Challenging Problems

Physical Challenge

Status

Intellectual Status

Change And Variety

Affiliation

Time Freedom

Location

Supervision

Spirituality

Personal Safety

Diversity

Work Under Pressure

Precision Work

Excitement

Help Others

Make Decisions

Creativity (General)

Artistic Creativity

Adventure

Family

Work-life Balance

Illustrating Values

Presentation Outline:

- Framework of Presentation for Students
- Values Introduction
- Knowdell Card Sort
- Constructing meaningful values statements
- Illustrating values via Inuksuk creation
- UofL student outcomes
- Values art activity

Illustrating Values

What are values?

- A value is what an individual considers important, worthwhile, or meaningful.
- Values are self-motivators that indicate what is important in life.
- Values guide behavior and or ideas about what is desirable and acceptable.
- Values are subjective.
- VALUES = YOU

Illustrating Values

Are values confusing?

- What are your core principles?
- What is important to you?
- How do you define yourself from a values standpoint?
- How do your values relate to your goals?
- Do organizations/employers have values?

Illustrating Values

Where do values come from?

- **People**: the predominant view has been that they are transmitted from adults to children.
- **Life Experiences**: values are learned directly from an individual's life experiences involving various influences.
- **Other**: school, society, friends, TV, religion, music, books, culture, employers, etc.

Illustrating Values

WORLD VIEW

the foundation of your behaviors, values, and beliefs stem from your world view

BELIEFS

what you think or believe to be true; they are the source of your values

VALUES

determine the choices you make and the actions you take

Illustrating Values

Source: Harris Interactive

High-Prestige Careers

	Career	2007*	Change since 2003
1.	Firefighter	61%	+6
2.	Scientist	54	–3
(tie)	Teacher	54	+5
4.	Doctor	52	0
(tie)	Military officer	52	+6
6.	Nurse	50	+3
7.	Police officer	46	+4
8.	Priest/minister/clergy	42	+4
9.	Farmer	41	N/A
10.	Engineer	30	+2

*Share of American adults who consider the career "very prestigious"

Low-Prestige Careers

	Career	2007*	Change since 2003
1.	Real-estate agent/broker	5%	–1
2.	Actor	9	–4
3.	Banker	10	–4
4.	Accountant	11	–4
5.	Entertainer	12	–5
(tie)	Stockbroker	12	+4
7.	Journalist	13	–2
(tie)	Union leader	13	–2
9.	Business executive	14	–4
10.	Athlete	16	–1

*Share of American adults who consider the career "very prestigious"

Illustrating Values

Values and your Career Development

Including Values as a directional piece in your career development is imperative to understanding where you are headed.

- What do I want in a career?
- Where do I want to live and work?
- What kind of job appeals to me?
- What kind of coworkers will be kindred spirits?
- What kind of working conditions will be rewarding?
- What level of responsibility can I handle?
- What salary level is important for me to attain?

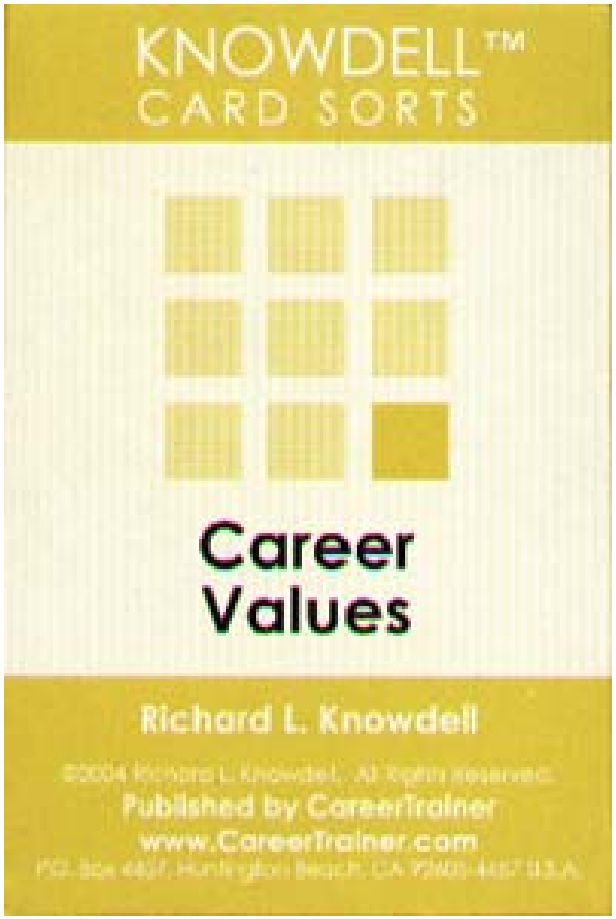
Illustrating Values

- **54 variables of work satisfaction**

- **Prioritize values into the following categories:**

  Always Valued
  Often Valued
  Sometimes Valued
  Seldom Valued
  Never Valued

- **Non-threatening, almost effortless, validating**



Illustrating Values

Values Card Sort Directions

1. Clear the space in front of you to spread out the cards.
2. Spread the **5 organizer cards** out.

3. Sort the values cards into the appropriate column based on how important each value is for you.
4. Your **Always** and **Often** piles should have exactly 12 cards each.
5. Move quickly and following your feelings.
6. Combine the cards from the Always and Often piles, then reduce them to 12, then to 6.
7. List these 6 values in the boxes provided on the worksheet and in one sentence explain why it is or significant or meaningful to you.

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Values Worksheet

Value	Why is this value significant or meaningful to you?

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- An "inuksuk" (pronounced "in-uk-shuk") is a monument used for communication and survival that is usually made of un-worked stones.
- Inuksuit (plural) have been used by the Inuit people as guides and markers for special places in the Arctic, marking trails, caches of food, nearby people, or the migration routes of caribou.
- Such a marker is of considerable importance on a landscape that could be otherwise featureless or constantly changing because of ice and snow. These "signposts" were essential for survival and Inuit tradition forbids their destruction.

Photo Source: http://www.orcutt.net/images/inuksuk3.jpg

University of Louisville
Career Development Center
Inuksuk

FUTURE

CREATE

TOOLS

BELIEVE

EXPLORE

JOURNEY

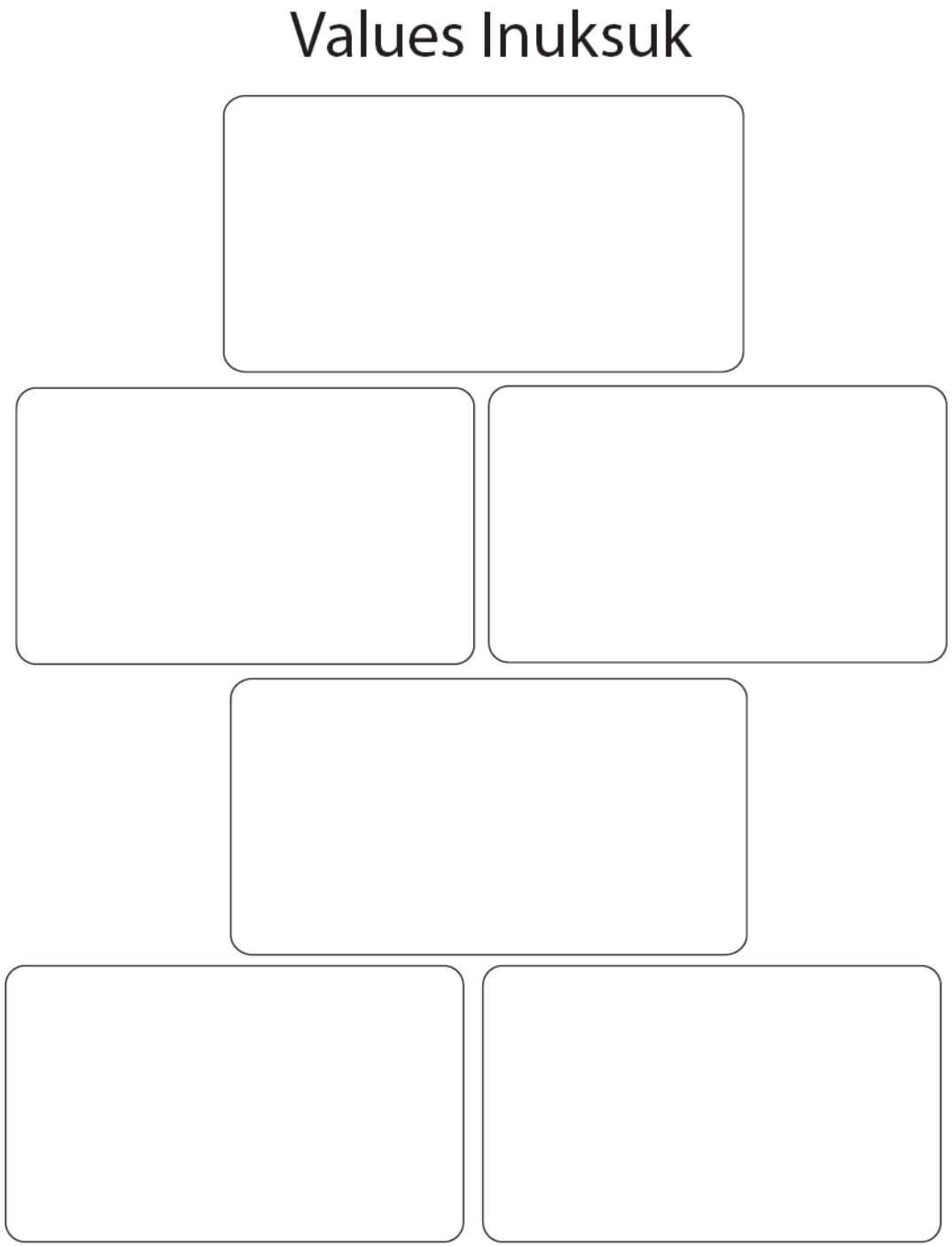
Create your Inuksuk

Use markers and crayons to illustrate your top 6 values individually in each part of the inuksuk.

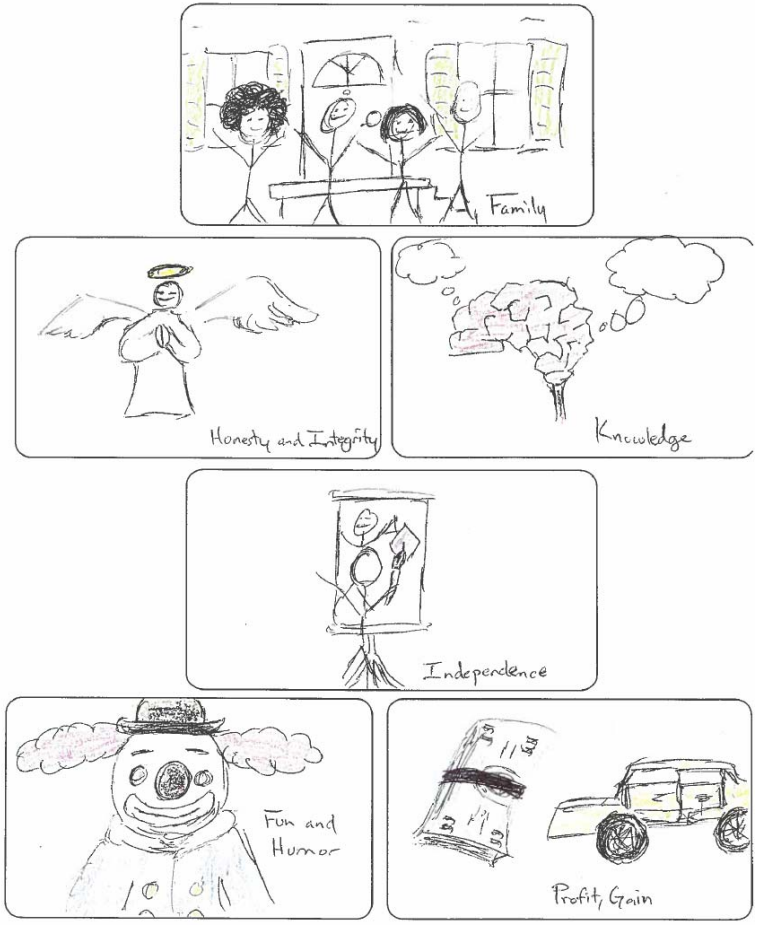
Be creative!

Use symbols, colors, shapes, and images to portray your values.

Refer to the statements you wrote and think about why each value has personal meaning for you and illustrate this in your inuksuk.



Illustrating Values



Illustrating Values

2008-2009: Values Sessions

Undergraduate Class Presentations: College of A&S

Graduate Class Presentations: ECPY/SW

Bellarmine University Metro Student Leadership Conference

Porter Scholar's Executive Board

CONNECT Mentors

Freshmen LEAD

Prospective HS Student Groups

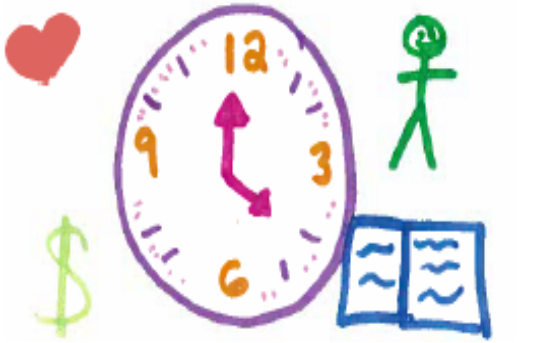
Undecided Major/Career Workshops

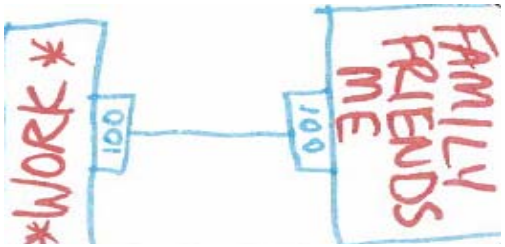
Individual Appointments

Work-Life Balance:
A job that allows adequate time for family, hobbies, and social activities

GUESS THE VALUE?

Illustrating Values





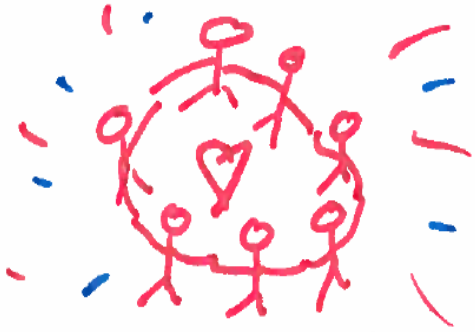
Work-Life Balance

- "Making money isn't everything unless you have someone to share it with."
- "I don't want to be a work-a-holic."
- "I need to have time to enjoy life and the people I love."
- "I don't want to work 24/7."
- "I need time to just do nothing!"
- "Keeping a balance with work and family and friends would keep me stress free and happy."

Family:
Insure that the type of work I do and the hours I work fit with my family responsibilities

GUESS THE VALUE?

Illustrating Values



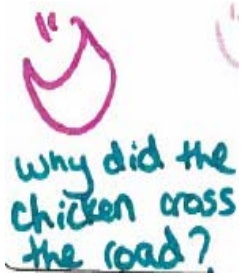
Family

- “I don’t see how I could live without a home with people that I want to do everything with and provide for.”
- “Family always comes first.”
- “With the morals I was raised with, I feel that I would not even be alive without that type of guidance.”
- “I love kids and want to be able to teach, cultivate, guide and explain things.”

Fun & Humor:
Work in a setting where it is possible (and appropriate) to joke and have fun

GUESS THE VALUE?

Illustrating Values



Fun and Humor

- "I can't imagine being in a position where I wasn't smiling or laughing where I am doing what I love; every day should be fun."
- "If I don't have fun at work I will go crazy."
- "In order to be happy, one must enjoy what they do. Having a relaxed, fun atmosphere, it's easier for me to open up and want to be there."

<u>Help Others</u>:
Be involved in helping people directly, either individually or in small groups

GUESS THE VALUE?

Illustrating Values

Help Others

- "Service is a huge part of who I am. It's almost natural for me to help; it defines me."
- "My chosen career is all about service to others, it is rewarding to me personally when I can do good things for other people."
- "I feel invigorated after helping others."
- "I want my work to be meaningful to others, not just a way to make money."

<u>Honesty & Integrity</u>:
Work in a setting where honesty and integrity are assets

GUESS THE VALUE?

Illustrating Values

Honesty and Integrity

- "This goes along with my faith, which is really important to me."
- "If I present myself as a joke, then that's what others will think. As long as I keep my word, I am going to have the respect that is due."
- Who are you and what do you stand for if you're not honest?

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Key considerations for this activity:

- Time/Space
- Supplies: Markers/Crayons & Paper
- Directions/How you present it
- What to look for?
- Processing/Making Sense of it

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Questions?

Comments?

Observations?

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