

## Instrumental and Terminal Values Worksheet

**Step 1: Read all the instrumental and terminal values listed in the boxes below.**

**Step 2: Cross off the five least important instrumental and the five least important terminal values.**

**Step 3: Repeat step 2 for the next five least important terminal and instrumental values.**

**Step 4: Repeat step 2 one more time.**

**Step 5: You should be left with three on each list. These are your top instrumental and terminal values. Go to page 2 to answer the questions listed.**

### INSTRUMENTAL VALUES

(desirable strictly conditional on their anticipated consequences)

**Ambitious** (hard-working, aspiring)      **Capable** (competent, effective)      **Cheerful** (lighthearted, joyful)  
**Clean** (neat, tidy)      **Courageous** (standing up for your beliefs)      **Forgiving** (willing to pardon others)  
**Honest** (sincere, truthful)      **Helpful** (working for the welfare of others)      **Imaginative** (daring, creative)  
**Independent** (self-reliant, self-sufficient)      **Intellectual** (intelligent, reflective)      **Logical** (consistent, rational)  
**Loving** (affectionate, tender)      **Obedient** (dutiful, respectful)      **Open-minded** (accepting, broad-minded)  
**Responsible** (dependable, reliable)      **Self-Controlled** (restrained, self-disciplined)

### TERMINAL VALUES

(desirable without conditioning on other consequences)

**A comfortable life** (a prosperous life)      **An exciting life** (a stimulated, active life)  
**A sense of accomplishment** (lasting contribution)      **A world at peace** (free of war and conflict)  
**A world of beauty** (beauty of nature and the arts)      **Equality** (brotherhood, equal opportunity for all)  
**Family security** (taking care of loved ones)      **Freedom** (independence, free choice)      **Happiness** (contentedness)  
**Inner harmony** (freedom from inner conflict)      **Mature love** (sexual and spiritual intimacy)  
**National security** (protection from attack)      **Pleasure** (an enjoyable, leisurely life)      **Salvation** (saved, eternal life)  
**Self-respect** (self-esteem)      **Social recognition** (respect, admiration)      **True friendship** (close companionship)  
**Wisdom** (a mature understanding of life)

## Instrumental and Terminal Values Worksheet

1. When you think of the word values what comes to your mind? Are values innate or are they learned?
2. Do you think your values will change over time? What are some of the reasons that your values might change?
3. Why is it important to identify your values?
4. List your top three instrumental values. Why do those three values stand out to you? What is important about them? Do you feel that you currently possess these values or do you need to do some work to achieve them?
5. List your top three terminal values. Why do these values stand out to you? Where did you learn that they were important?
6. How will being aware of your values help you in choosing a major, a career, and/or a direction in life?
7. At what point did it become difficult to cross off a set of values? Why did you have a hard time narrowing them down? Were there values that you crossed off that you feel you should not have eliminated?
8. Did you find this values exercise challenging to complete? If so, why? If not, why not?