

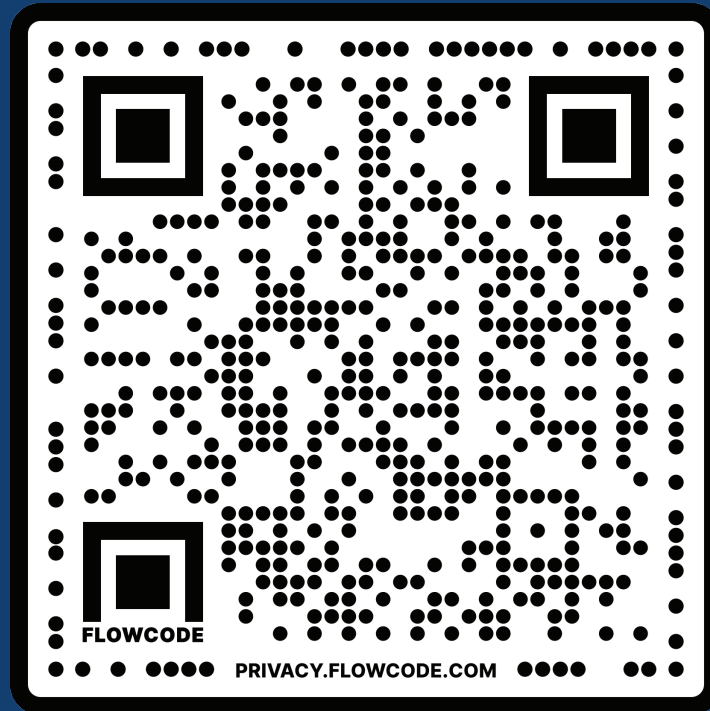
TeachPassion Leadership

Core Values

WORKBOOK



Core Values



Scan here to discover your core values.

Write your five core values.

Core Values Exercise

Then pick one (1) scenario for each one to review and openly discuss how to make that decision using the Core Values as your framework.



The Person

- *Name:* Alex Morgan
- *Stage of Life:* Mid-30s professional, married, two young children
- *Role:* Director-level leader in a growing organization

Personal Core Values

- *Faith First:* I seek to honor God in my decisions and priorities.
- *Integrity Always:* I choose honesty even when it costs me.
- *Presence Over Pressure:* I am fully present with the people who matter most.
- *Growth Mindset:* I pursue continual learning and self-awareness.
- *Stewardship of Influence:* I use my talents and opportunities responsibly.

Scenario 1: The Promotion That Funds Your Calling

Alex is offered a promotion with a major raise and platform. The tradeoff is constant travel for 18 months. Alex believes the money could eliminate debt, fund generosity, and create long-term margin. But it will clearly reduce presence at home and church involvement during a critical season with young kids.

Scenario 2: Truth, Loyalty, and Timing

A close coworker confides they're struggling personally and it's affecting performance. Alex is asked by leadership to give input on whether this person should be moved out of a critical role. Being fully honest may harm a friend. Protecting them may hurt the team and project outcomes. The coworker did not ask Alex to keep it secret, but the relationship would change if Alex shares.

Scenario 3: The "Technically True" Story

Alex is asked to present results to stakeholders. The numbers are accurate, but the framing could be more optimistic than the full reality. Everyone else frames it this way. If Alex presents the full nuance, it may create unnecessary fear and slow momentum. If Alex presents the optimistic framing, it feels like selective truth.

Scenario 4: Opportunity That Conflicts With Your Convictions

Alex is invited into a prestigious partnership. The mission is good, but one major leader in the group is known to be self-promoting and has a pattern of taking credit. The partnership could multiply impact, influence, and network. It could also create future compromise, drama, or reputational risk by association.

Alex has committed to a family "no work" weekend after a hard season. Friday morning, a close friend calls with a serious crisis and asks Alex to come immediately. Alex can show up for the friend and break the family commitment, or protect the family time and feel like they abandoned someone in need.

Questions for Chosen Scenario

• *What option would you pick if you were Alex?*

• *What other steps would you take when making this decision?*

• *What value feels most threatened in this decision?*

• *Which value should carry the most weight right now?*

• *What is one intentional action Alex should take next?*



The Family

- *Family:* The Reynolds Family
- *Stage of Life:* Parents with three children, ages 8-16
- *Status:* Both parents work, active in school, sports, and church

Family Core Values

- *Faith Centered Living:* Our faith shapes how we spend our time and money.
- *Together Matters:* We protect time for connection and shared experiences.
- *Respect and Honor:* We speak and act with kindness toward one another.
- *Responsibility and Discipline:* We do hard things and follow through.
- *Generosity as a Lifestyle:* We give our time, talent, and resources freely.

Scenario 1: The Elite Path

The Reynolds' oldest is offered a spot on a selective team that could open doors, build confidence, and provide positive mentors. The schedule will absolutely disrupt family dinners, church rhythm, and rest. The child wants it badly. The parents fear resentment either way: "You held me back" or "You cared more about trophies than us."

Scenario 2: Financial Help With Strings

A grandparent offers to pay for a family vacation or tuition help. But they strongly disapprove of the parents' choices and often use money to influence decisions. The help would relieve stress and create shared memories. Accepting it may invite future pressure and undermine parental unity.

Scenario 3: Discipline That Protects vs. Discipline That Breaks

A teen is repeatedly lying about small things. One parent wants strict consequences. The other worries harsh discipline will drive secrecy and rebellion. The teen is also dealing with anxiety and social stress, so it's hard to separate character issues from coping.

Scenario 4: A Move That Improves Life but Disrupts Roots

A job opportunity would improve financial stability and reduce stress. But it requires moving away from community, church relationships, grandparents, and the kids' friendships. Staying protects relational stability but keeps financial pressure.

Scenario 5: "Good Kid" Identity vs. Honest Growth

The family values honor, reputation, and faith. One child makes a mistake publicly at school. Parents can handle it quietly to protect reputation, or involve mentors/counselors that could help growth but may make the issue more visible. The child needs accountability and also needs to feel safe.

Questions for Chosen Scenario

• *What option would you pick if you were the Reynolds?*

• *What other steps would you take when making this decision?*

• *Which family value feels most threatened in this decision?*

• *Are any values being unintentionally prioritized over others?*

• *What decision best reflects the family's long-term identity, not short-term success?*



The Company

- *Company:* HarborPoint Solutions
- *Industry:* Professional Services
- *Stage:* Rapid growth, 50 employees, strong culture

Company Core Values

- *Integrity Builds Trust:* We do the right thing even when it is costly.
- *People Before Profit:* We believe healthy people build healthy businesses.
- *Excellence with Purpose:* We pursue high standards for meaningful impact.
- *Ownership Mentality:* We take responsibility, not shortcuts.
- *Long-Term Vision:* We choose sustainable success over short-term wins.

Scenario 1: Client Request That Isn't Illegal, But Isn't Clean

A major client asks the firm to categorize certain costs in a way that is technically allowable but clearly intended to manipulate optics for their board. The client says, "Everyone does this," and hints that refusal will cost the relationship. Doing it helps revenue and protects jobs. Refusing upholds integrity but may force layoffs.

Scenario 2: The Supplier Trade-Off

A new supplier can reduce costs significantly and improve delivery speed. They meet legal standards, but their practices are not aligned with the company's stated commitments to people-first and long-term sustainability. Savings could be used to expand service, pay better wages, or invest in the community. Staying with the current supplier protects alignment but limits growth.

Scenario 3: Hiring for Culture vs. Hiring for Capability

Two final candidates:

Candidate A is highly capable, proven, and will increase performance quickly, but has a blunt leadership style that could disrupt "people before profit."

Candidate B fits culture deeply and will unify the team, but will need time and coaching to reach the same level.

Scenario 4: Growth That Could Dilute the DNA

A partnership/acquisition would unlock rapid growth, market share, and bigger impact. But the partner company's culture is competitive, their leadership is more transactional, and their values language seems like branding more than reality. If it works, you scale the mission. If it doesn't, you poison your culture.

Scenario 5: Transparency vs. Stability During a Rough Season

The company hits a tough quarter. Leadership can share the full reality with the team to build trust, but it may create anxiety, distraction, and attrition. Or leadership can hold information until plans are clearer, protecting stability but risking rumors and mistrust if people sense something is off.

Questions for Chosen Scenario

• Which core value is most at risk in this decision?

• What would a decision driven by fear look like versus one driven by conviction?

• What is one step leadership should take before making a final decision?