



Kickstart Cards Values Sorting Exercise

This is a personal values-sorting and prioritizing exercise designed to give participants the opportunity to explore and decide their top values, or said another way, what is actually most important to them. Through the process of elimination in a series of steps, tough decisions will have to be made in a short period of time. The exercise is fun, fast, and very revealing. It can be done alone or in a group of ANY size.

Step 1 - Preparing

Participants sit at a table with a clear work space in front of them. Open the box and look at the card deck. Find the blank card on the bottom of the deck and place it back in the box as it won't be needed.

Now take any card and examine it. Note that it has a word at the top in English. There is also Spanish and French if this helps. It also has a "dictionary" type definition of that word. The definition on the card does not have to be your definition of that word. Participants can give each word any meaning they want and that definition can change as they proceed through the sorting and eliminating process.

NOTE: This is not a test. There is no right or wrong answer, just your opinion. When eliminating cards as they prioritize them, participants have the authority to change the definition of a word to mean one or more of the eliminated cards to help them freely move through the exercise.

Step 2 – Sorting and Prioritizing

Participants will be going through a series of steps where they keep the cards that they consider their top values, and discard the cards that do not represent their top values.

Participants will be looking at cards and putting them into 2 piles in front of them. They can have ANY amount of cards in either stack (Don't count the number of cards, or make the stacks 50-50, etc.) The stack on the left will be called "Stack A" and the one on the right will be "Stack B."

Here we go:

1) Go through each of the 53 cards while deciding if the word on the card represents one of your top values. If it does, then put all of the cards that represent your top values in "Stack A" and those that don't make the cut into "Stack B." **YOU CAN HAVE AS MANY CARDS AS YOU WANT IN EITHER STACK.**

Fun Fact: When complete, look around at everyone else's stacks to see how they compare with regard to how many cards ended up in either stack. This is fun and enlightening to discuss.

Take the "Stack B" (the ones that you don't "value the most") and put the cards back into the box.

2) Now take the "Stack A" (the one's you "value the most") and sort through them again. Keep in mind that the definitions of the words on the cards can change or migrate as you wish. In this step, you only can keep your TOP SIX cards. (That's right...only 6.) Have your TOP 6 cards before you face up in no particular order. Then put the remaining cards from "Stack A" back into the box.

Have each participant take a piece of paper and write down their TOP 6 values in one column and their personal definitions of those words next to each word. (If the definition on the card is the same or similar to your definition, just write the word “Same.”)

Fun Fact: Now is a great time to have discussions between participants.

- “How many people at your table have two cards that match? How many have 3 cards that match? What about 4 or more cards that match?”
- For people with matching cards, examine their personalized definitions. Are they the same or different?
- How many people had to change their definitions when only allowed to keep six cards?
- For multi-table participation, have everyone bring their paper that has their words and definitions on them walk around the room and see how different or similar other results are.
- Consider breaking into groups of two or three and go to a place where they can discuss what they just did. They can discuss the process, the results, their definitions, how their definitions changed or migrated, their feelings, their decision-making process, how they came up with their selections, etc.

3) Now with their TOP 6 values in front of them, have them slide three of them to the side (do not put them back in the box) to reveal their TOP 3 values.

4) Now with their TOP 3 values in front of them, have them slide just one card next to the others so that they have their TOP 2 values in front of them and the other 4 cards to the side.

5) Distribute the 7-pocket vinyl Signature Showcase to each participant (with their personal nameplate in the top pocket) and have them load the other 6 pockets with their TOP 6 values. See below.



Signature Showcase Patent Pending

At this point, the facilitator can do a myriad of things with the participants as they all are now immensely invigorated and engaged.

This is a perfect tool to integrate other training and tie it into the personal values component.

This values sorting/prioritization/identifying exercise can be used in the beginning, middle, or ending of any training session, workshop, retreat, seminar, or meeting. It can be more serious, or just more fun.

Additionally, turning the showcase over allows for a deeper dive by sorting through the remaining cards to determine “**My Aspirational Values**.” Or get a fresh deck and showcase to do an exercise to determine “*Our Team Values*” or “*Our Corporate Values*.”

