



Objective & Big Idea:

This tool helps answer the question: When I am winning with my life who wins with me, specifically my place of significant contribution?

BIG IDEA: If you are winning, who is winning with you?

How it Works:

Explain the Four kinds of Value and the two different orientations they are expressed in. Walk through the questions for participants to gain insight into what values they best bring and how that connects to their place of significant contribution. Define their personal value as what they bring with the least amount of effort and most amount of energy.

Coaching Tips:

Help participants to see that if they feel stuck in their current context this assessment is a place to begin. This may provide an opportunity to rewrite their job description. If home is the space of contribution for a participant, help them to define each value within that context to see that they uniquely bring value there.





Reference:

90 Day, pg. 17



Value to Show

THE FOUR KINDS OF VALUE	"ORDER ORIENTATION" <i>Managing what presently exists</i>	"PROGRESS ORIENTATION" <i>Attaining what is hoped for</i>
Make Money	Reduce Expense <i>"Find a cheaper supplier"</i> <i>"Negotiate lower rent"</i>	Increase Revenue <i>"Sell more widgets"</i> <i>"Preach on generosity"</i>
Advance Vision	Strengthen Culture <i>"Foster healthy unity"</i> <i>"Celebrate core values"</i>	Innovate Mission <i>"Design a new product"</i> <i>"Reach a new people group"</i>
Increase Capability	Improve Efficiency <i>"Streamline how to order"</i> <i>"Check-in kids faster"</i>	Expand Capacity <i>"Add another product line"</i> <i>"Launch a new campus"</i>
Create Solutions	Solve Problems Now <i>"Answer the support line"</i> <i>"Fix the copy machine"</i>	Prevent Problems Tomorrow <i>"Install better firewall"</i> <i>"Diversity leadership teams"</i>

Which kind of value does your **Sweet Spot** coincide with most? (Choose 3)

Which kind of value represents the greatest current pain point of your Supervisor or the organization?

Where is there overlap between your **Sweet Spot** and the pain point of your Supervisor or the organization?

What 1 thing could you add to your job to address the pain point of your Supervisor or the organization based on your **Sweet Spot**?

