

## **Module: MENTORING IN CCI SECTOR**

### **UNIT 2: Personal values – Jelly Beans**

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This exercise will help participants to understand, which personal values are important for them and what priorities they give to them. In reality values are expressed by our actions, so if we are able to bring our actions more into harmony with the value it can be helpful to feel more satisfied with life.

And the beginning participants have to fill up the “personal values” questionnaire. They can add values which are important for them to the list. Using the following scale, they should rank each values according to its importance for them:

3 = very important

2 = quite important

1 = not important

Next step is to give to each participant 15 Jelly Beans (or something similar like peas, sweets, etc.) and 6 cups. Now, each participant should choose from list of personal values six most important ones (rank for 3 - very important) and write them on the cups (each on one cup) - they can use stickers for this.

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Now the mentor ask participants to distribute their Jelly Beans between the cups based on how high in their priorities each cup comes and then place the cups in order from highest priority to lowest, for example:

- Good health = 4 Jelly Beans
- Financial success = 4 Jelly Beans
- Independence = 3 Jelly Beans
- Opportunity to be a leader = 2 Jelly Beans
- A large family = 1 Jelly Bean
- Opportunity to improve the world we live in = 1 Jelly Bean

Then mentor ask all the participants to take away 2 Jelly Beans from any of the pots. Then another 1. Then another 3. Then another 1. Then another 3. They will be left with 5 jelly beans to order in the end.

During this process the participants can remove their Jelly Beans between cups if their reconsider their priorities and the order will gradually change. Eventually, some priorities will be removed completely.

Finally, they will be left with the most important priorities in their lives and can reflect on whether their current life actions are reflecting these.

Are participants spending too much time at work when family is their priority?

Or forgetting to take care of their health in pursuit of more work?

Discuss what was most difficult for them to give up and whether setting up a business could compromise their most important priorities. These reflections are a useful way to help participants reflect on their lifestyle and how a business fits/could fit into that.