

Values Mapping Exercise

“Kingdom Values = Kingdom Impact”

A values mapping exercise helps a person or team identify:

- What they say they value
- What Scripture teaches
- Whether their behaviors align with those values
- What changes are needed for greater spiritual and leadership integrity

Step 1: Identify Core Biblical Values

Choose 5–8 values that define the culture you want to live and lead from.

Example Biblical Values:

Biblical Value	Key Scripture	Kingdom Expression
Love	John 13:34–35	People feel seen, valued, safe
Integrity	Proverbs 10:9	Honesty and consistency
Humility	Philippians 2:3–4	Servant leadership
Compassion	Colossians 3:12	Mercy toward others
Excellence	Colossians 3:23	Doing work unto the Lord
Courage	Joshua 1:9	Standing for truth
Stewardship	Luke 16:10	Wise use of resources
Unity	Ephesians 4:3	Healthy relationships

Step 2: Personal Reflection Assessment

Rate yourself from 1–10 in each category.

Value	Scripture	Current Rating (1–10)	Evidence in My Life	Growth Needed
Love	John 13:34		I encourage others regularly	Need patience at home
Integrity	Proverbs 10:9		Honest communication	Follow through faster
Humility	Philippians 2		Open to feedback sometimes	Less defensiveness
Compassion	Colossians 3:12		Sensitive to hurting people	Better boundaries
Courage	Joshua 1:9		Speak truth carefully	More boldness
Stewardship	Luke 16:10		Tithe consistently	Time management

Step 3: Values Alignment Mapping

This step reveals whether actions actually reflect stated values.

Example Mapping Grid

Claimed Value	Observable Behaviors	Misalignment Indicators	Action Step
Love	Listening well	Impatience under stress	Practice active listening
Integrity	Honest communication	Avoiding hard conversations	Address conflict directly
Excellence	Prepared leadership	Chronic lateness	Improve planning rhythm

Stewardship	Responsible finances	Burnout and overwork	Sabbath/rest boundaries
Unity	Team collaboration	Gossip or isolation	Weekly connection meetings

Step 4: Heart Check Questions

Use reflective questions for deeper spiritual alignment.

Spiritual Reflection Questions

- What value is easiest for me to live out?
 - Which value is most difficult?
 - Where do my behaviors contradict my beliefs?
 - What fruit is my leadership producing?
 - What wounds, fears, or habits interfere with biblical values?
 - What would change if I fully trusted God in this area?
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Step 5: Kingdom Impact Evaluation

Evaluate how values influence culture and mission.

Example

Value	When Present	When Missing
Compassion	People feel safe and cared for	Ministry feels transactional
	Trust grows	Distrust and confusion grow
Humility	Collaboration increases	Pride creates division
Courage	Truth is protected	Fear controls decisions
Stewardship	Sustainability and health	Burnout and chaos

Step 6: Create a Growth Action Plan

Choose ONE value to intentionally strengthen over the next 30 days.

Example Action Plan

Focus Value: Humility

Scripture:

Philippians 2:3–4

Growth Goal:

Become more teachable and less defensive.

Practical Actions:

- Pause before responding to criticism
- Ask for feedback weekly
- Pray daily for a servant's heart
- Practice honoring others publicly

Accountability:

Meet with a mentor every two weeks.

Success Indicator:

Improved relationships and healthier communication.

For a Christian nonprofit organization, especially one whose mission is ministry-focused, the goal is not to ask questions that screen for a person's denomination or church attendance, but rather to discern whether their personal values, character, and decision-making align with the organization's biblical mission and culture.

The strongest questions are behavioral and reflective because they reveal what a person truly values.

Mission & Purpose

1. What motivates you to do the work you do?
2. Describe a cause or mission you are passionate about and why it matters to you.
3. What does meaningful work look like to you?
4. Why are you interested in serving with our organization?
5. What aspects of our mission resonate most deeply with you?

Integrity & Character

6. Tell us about a time when doing the right thing came at a personal cost.
7. Describe a situation where no one was watching, but you chose to act ethically.
8. What principles guide your decisions when faced with difficult choices?
9. How do you handle situations where your values are challenged?
10. What does integrity mean to you?

Servant Leadership

11. Tell us about a time you put someone else's needs ahead of your own.
12. Describe a situation where you served in a role that received little recognition.
13. What does leadership mean to you?
14. How do you respond when your contributions are overlooked?
15. Describe a time when you helped someone succeed without receiving credit.

Relationships & Teamwork

16. How do you handle conflict with coworkers or volunteers?
17. Describe a time when you had to forgive someone in the workplace.
18. What role do trust and respect play in a healthy team?
19. How do you build relationships with people whose perspectives differ from your own?
20. Tell us about a time you helped restore a strained relationship.

Compassion & Human Dignity

21. Describe a time when you advocated for someone who was vulnerable or overlooked.
22. What does it mean to treat every person with dignity and respect?

23. Tell us about a difficult person you successfully served or supported.
24. How do you balance truth and compassion when helping others?
25. What experiences have shaped your understanding of caring for others?

Humility & Teachability

26. Tell us about a significant mistake you made and what you learned from it.
27. How do you respond to constructive criticism?
28. Describe a time when you changed your perspective after receiving new information.
29. What areas of personal growth are you currently working on?
30. What does being teachable mean to you?

Stewardship & Excellence

31. Describe a time when you were entrusted with significant responsibility.
32. How do you ensure quality and excellence in your work?
33. Tell us about a time you improved a process or solved a problem.
34. How do you prioritize competing demands and limited resources?
35. What does accountability mean to you?

Faith Integration (for organizations where faith commitment is an occupational qualification)

36. How has your faith influenced your approach to work and relationships?
37. What Christian values most influence your daily decisions?
38. Describe a time when your faith helped you navigate a difficult situation.
39. How do you seek to live out your beliefs in a professional setting?
40. What role does prayer, reflection, or spiritual growth play in your life?

Values Ranking Exercise

You might also ask applicants to rank their top five values from a list such as:

- Integrity
- Compassion
- Humility
- Service
- Faith
- Respect
- Stewardship
- Excellence
- Accountability

- Courage
- Generosity
- Wisdom
- Trustworthiness
- Collaboration
- Perseverance

Then ask:

"Please explain why you selected these five values and provide an example of how one of them has shaped a significant decision in your life."

This often reveals more about a candidate's true core values than any yes/no question.

Questions Specifically for Pregnancy Help Organizations

Since your organization serves vulnerable women and families, consider asking:

- What does the phrase "every life has inherent value and dignity" mean to you?
- Describe a time when you showed compassion to someone facing a difficult life decision.
- How do you balance conviction and compassion when supporting someone who disagrees with you?
- What attracts you to serving women, children, and families in crisis?
- How would you respond to a client whose beliefs or choices differ significantly from your own?

These questions help determine whether a candidate embodies the Christ-centered values of compassion, dignity, service, humility, and integrity that are essential in ministry-focused nonprofit work.

Employment Applications to include questions about values.

Performance conversations to include demonstrating the values of the organization.

Everyone is a participant in upholding the identity of the ministry.

"Not so with you".