

M O S O Value Triangle Assessment®



Your Core Values

Your values, your principles, and what becomes possible when you live from them

PREPARED FOR

Public Example

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PERSONAL AND CONFIDENTIAL

Thank You for Investing in Yourself

Most people never sit down and work out what they actually stand for. You just did.

That takes a little courage — it is far easier to keep moving than to stop and look. And it takes care: for yourself, and for the people who experience you every day.

This report is yours. Every word in it comes from your own choices — the values you picked, the order you put them in, and the trade-offs you made when you could not keep everything. Nothing here was assigned to you.

What you will find inside

- 1. Your values and your principles.** The five that came through, and what each one asks of you in your own terms.
- 2. How they show up in three rooms.** The same five values, read into your relationship with yourself, with others, and at work.
- 3. What is now possible.** Because knowing this changes what you can do next.

Why five values?

Three is too few. With only three, each value has to carry too much, and it flattens into a slogan. Slogans do not help you decide anything.

Seven is too many. Past a certain point a list stops being something you carry with you and becomes something you look up. A long list is a catalogue, not a compass.

Five is the working number. Small enough to hold in mind without effort, and large enough that the five combine — which is where the real power sits. You are not applying one value at a time. You are turning each of the five up or down to meet the situation in front of you. That combination is what makes the way you show up recognisably yours.

WHAT THIS REPORT IS NOT

It is not a personality test. It reflects what you say you prioritise, not what you are made of.

It is not an exact science. It is an invitation: to reflect, to notice, and to become more aware of yourself in every part of your life.

It is not a judgement. There is no better or worse set of values here, and nothing is measured against anyone else.

It is not a decision. It is the clarity you need in order to make one.

Twenty minutes to read. Considerably longer to live. Read it through once, then come back with a pen.

Your Five Core Values

Here they are, in the order your own ranking produced. Each principle was generated, with AI, from your own words, choices and ranking. Read them for one thing only: whether they are true of you.

A principle is not a definition. A dictionary can define a word; only you can say what that word commits you to. The left column is the word. The right column is what it asks of you, and what it looks like when you are living it rather than simply holding it.

These five principles cover all of life. They are not tied to a role or a room — that comes later in this report. This is the foundation.

CORE VALUE	YOUR LEADERSHIP PRINCIPLE
Acceptance	Stand firm in embracing all Choosing to welcome every facet of yourself and others with open arms, fostering a tapestry of inclusivity and understanding.
Affection	Dare to express love freely Speaking the language of the heart without reservation, nurturing connections that thrive on warmth and care.
Adventure	Trust the path of the unknown Venturing into uncharted territories with a spirit of curiosity and courage, embracing the journey of growth and discovery.
Closeness	Hold tight to meaningful bonds Cultivating relationships with depth and intimacy, where hearts intertwine in shared moments of vulnerability and connection.
Commitment	Lead with unwavering dedication Staying true to your promises through thick and thin, anchoring yourself in loyalty and perseverance through every challenge.

YOUR WORDS ARE YOURS TO CHANGE

The principle is stronger than the word. To take an illustration that may or may not be one of yours: if Joy would sit better with you as Fun, or Care as Love — or the other way round — change it. Play with the words until they sound like you actually say them. Just stay true to yourself, and to the principles you find here. The word is the label. The principle is the thing.

What Your Values Say Together

On their own, your values say what you care about. Together, they say how you operate — and that is the more useful thing.

What follows reads your set as a whole: where your values reinforce one another, where they pull in different directions, and what that particular combination tends to produce. Look for a connection you have not made yourself. And notice anything you want to argue with — that is usually where the useful conversation starts.

Public Example, your core values paint a vivid picture of who you are and how you navigate the world. With Acceptance anchoring your being, originating from your Personal #1, it's clear that creating a space of understanding and inclusivity is at the heart of all you do. This foundation paves the way for your Affection in relationships and your thirst for Adventure and Commitment in the pursuit of meaningful connections.

In the tapestry of your life, Acceptance intertwines with Adventure, pushing you to embrace new experiences with an open heart and mind. Your Affection and Closeness in relationships provide a safe harbor where your sense of Commitment thrives, fostering deep connections built on trust and loyalty. This intricate dance between your values forms a harmonious symphony of authenticity and vulnerability, guiding your interactions with others.

In your professional endeavors, your Commitment shines through, driving you to approach tasks with dedication and integrity. This unwavering commitment is complemented by your Affection for collaboration, creating a work environment where relationships are nurtured, and excellence is pursued. Your values not only shape your personal journey but also influence the way you lead and inspire those around you.

As you continue on your path, remember that your values are not just words on a page but guiding principles that illuminate the way forward. Embrace the richness of your Acceptance, Affection, Adventure, Closeness, and Commitment, allowing them to fuel your growth, deepen your connections, and lead you towards a life filled with purpose and fulfillment.

The Same Values, Three Rooms

Your values do not change when you walk into a different room. How they show up does.

A value that guides a private decision does not look quite the same in a difficult conversation, and looks different again in a boardroom. The principles you have just read cover all of life. The three sets that follow are context-specific — the same five values, read into each of the Value Triangle, and between them, into every area of your life.

Read all three before you conclude anything. Then look for the room where the language feels least familiar — where you agree with a principle but do not quite recognise it from your own behaviour. That is usually where the most is available to you.



With Yourself — the Personal room

How your values show up in the way you treat yourself: your time, your health, your standards, and the choices you make when nobody else is watching and nobody will ever know.

CORE VALUE	YOUR PRINCIPLE — WITH YOURSELF
Acceptance	Notice when you resist Tenderness towards your own imperfections opens the door to self-compassion and growth.
Affection	Make room for self-care Nurturing your own needs with kindness and warmth fuels your capacity to give and receive love.
Adventure	Return to your sense of wonder Embracing curiosity and embracing the unknown leads to personal growth and transformation.
Closeness	Trust your inner circle Honoring the relationships with your own thoughts and emotions deepens your connection to self.
Commitment	Stay with your values Remaining steadfast in your beliefs and principles strengthens your sense of purpose and integrity.



With Others — the Relational room

How your values show up with other people: how you listen, how you build and repair trust, how you handle conflict, and where you place your boundaries. Notice what you extend generously to others and quietly withhold from yourself.

CORE VALUE	YOUR PRINCIPLE — WITH OTHERS
Acceptance	Hold space for all emotions Creating a safe environment where others can freely express themselves without fear of judgment or rejection.
Affection	Meet others with genuine warmth Approaching every interaction with authentic care and tenderness, fostering deep connections through loving gestures.
Adventure	Welcome new experiences together Embracing the unknown with enthusiasm and a sense of shared exploration, creating lasting memories through joint discovery.
Closeness	Build intimate connections through shared moments Nurturing deep bonds through vulnerability, emotional support, and meaningful time spent together, strengthening the fabric of relationships.
Commitment	Be the kind of loyal companion Standing by others through thick and thin, showing unwavering dedication and support in times of joy and challenge alike.



At Work — the Professional room

How your values show up at work: what you decide, what you tolerate, and what you stand behind when the pressure is on and an easier option is available. This is the set other people experience — whether or not you have ever put it into words.

CORE VALUE	YOUR PRINCIPLE — AT WORK
Acceptance	Set the tone by promoting diversity Embrace diverse perspectives to cultivate an inclusive environment where all voices are valued, respected, and heard.
Affection	Bring excellence through collaboration Infuse warmth and care into your collaborations to build strong, supportive professional relationships that drive exceptional outcomes.
Adventure	Use your position to foster innovation Leverage your influence to encourage bold ideas and creative solutions that push boundaries and spark new opportunities for growth.
Closeness	Champion accountability with integrity Foster a culture of trust and transparency, where integrity and accountability are upheld to strengthen team cohesion and performance.
Commitment	Raise the standard for diligence Demonstrate unwavering dedication and diligence in your work, setting a high bar for excellence and inspiring others to follow suit.

All three rooms, one life

That is the whole triangle: with yourself, with others, at work. Between them, these three rooms account for every area of a life — there is nowhere you go that is not one of them.

Which is why alignment in one room is not enough. Values that hold at work but not at home, or with others but not with yourself, will cost you something eventually — usually in the room you were not watching. A sustainable life is one where the same five values are recognisably at work in all three: turned up or down to fit the situation, never abandoned to suit it.

Your Words, in Full

This is the raw material your report was built from: every value you selected in each dimension, in descending order, with the score your own ranking gave it.

The words that did not make your top five are not unimportant. They are the supporting cast that gives your five their particular flavour — which is why two people can rank the same word first and mean entirely different things by it.

CORE VALUES	PERSONAL	RELATIONAL	PROFESSIONAL
Acceptance (6)	Acceptance (14)	Affection (14)	Accountability (14)
Affection (6)	Adventure (13)	Closeness (13)	Collaboration (13)
Adventure (6)	Ambition (12)	Commitment (12)	Craftsmanship (12)
Closeness (4)	Attentiveness (11)	Companionship (11)	Diligence (11)
Commitment (4)	Autonomy (10)	Connection (10)	Diversity (10)
Craftsmanship (4)	Beauty (9)	Empathy (9)	Excellence (9)
Accountability (3)	Belonging (8)	Friendship (8)	Growth (8)
Ambition (3)	Benevolence (7)	Honesty (7)	Initiative (7)
Collaboration (0)	Care (6)	Kindness (6)	Innovation (6)
	Closeness (5)	Listening (5)	Integrity (5)
	Connection (4)	Love (4)	Leadership (4)
	Consistency (3)	Loyalty (3)	Professionalism (3)
	Contribution (2)	Reciprocity (2)	Quality (2)
	Cooperation (1)	Respect (1)	Respect (1)
	Craftsmanship (0)	Trust (0)	Transparency (0)

Three things worth noticing

- If a value sits high in one column and low in another, that gap is often where friction lives — a signal about where you are spending yourself, and what you may not be giving yourself.
- If one value sits well clear of the next, it is likely doing a lot of the work in your decisions. That tends to make it a great strength — and the one most easily overplayed under pressure.
- Where two or more words ended on the same score — which happens often — their order comes from how you ranked those words directly against each other. Nothing here was settled alphabetically or at random. The sequence is still yours.

Do core values change?

Rarely. In our experience they stay remarkably stable — until something significant happens. A loss, a birth, an illness, a move, a role that changes who you have to be. After a life event of that size it is worth taking the assessment again; people are often surprised by what has shifted.

Short of that, expect these five to hold. What changes is not the values. It is how well you are living them.

Why Values Matter

A short word on why this is worth your attention — and then we will leave the research alone.

They give life meaning. Viktor Frankl, the psychiatrist who survived Auschwitz, argued that people are driven less by pleasure or power than by the search for meaning — found in what we create, whom we love, and the stance we take toward suffering we cannot avoid.

They keep motivation alive. Self-Determination Theory, developed by Richard Ryan and Edward Deci, identifies three basic psychological needs: autonomy, competence and relatedness. When your work and your life meet those needs, motivation largely maintains itself. When you are running mainly on external standards, it gets expensive — and the bill tends to arrive as stress and burnout.

They compete — and that is normal. Shalom Schwartz mapped ten basic values across cultures and found they form a circular structure: some reinforce each other, others sit in direct conflict. So when two of your values pull in opposite directions, nothing has gone wrong. That is how values are built. The work is to choose deliberately, rather than let avoidance choose for you.

They build trust — which is what leadership runs on. Jeffrey Edwards and Daniel Cable examined why shared values matter in organisations. Of the mechanisms they tested, trust carried most of the effect. People can predict you. That is most of what trust actually is.

They are directions, not destinations. In Acceptance and Commitment Therapy, values are described as chosen qualities of action that can never be obtained as an object, only expressed moment by moment. A value is never completed; there is no point at which you are finally done with it. Which means you cannot fail at a value — you can only notice which way you are facing, and take the next step.

These findings describe patterns across large groups of people, not predictions about you. Full sources are on the last page.

Making It Yours

Reading changes very little. Writing changes more.

Three questions, one for each room. Answer in short, concrete entries — a situation, a moment, a sentence about what it tells you. If you get stuck, look at your calendar and your bank statement for the past month. Between them, they are an unusually honest record of what you actually value.

WITH YOURSELF

Where in the past month did you make a choice about your own time, health or attention that quietly contradicted one of these five values? And where did you make one that expressed a value cleanly, even though it cost you something?

WITH OTHERS

Which relationship is being nourished by these values right now? And which one is quietly asking you to set one of them aside?

AT WORK

Think of the work you are most proud of this year. Which of these values was driving it? Name the behaviour, not the outcome.

What Is Now Possible

You now have language for something you have been living without naming. That is not a small thing.

It will not make hard choices painless. It will make them clearer, which is more useful. Clarity does not remove the cost of a decision — it tells you what you are paying for.

What tends to change

With yourself: Decisions get quicker, because you stop having the same internal argument. Saying no gets easier, because the no is now attached to something you can name.

With others: Your boundaries become predictable, and predictable people are easier to trust. Difficult conversations get shorter, because you are arguing from principle rather than from mood.

At work: You become legible. People can guess how you will behave under pressure. Opportunities get easier to judge, because you have a filter that is not simply money or title.

THREE QUESTIONS WORTH KEEPING

Morning *If I let my values lead today, what gets my attention?*

Evening *Where did I live them today — and where did I drift?*

When it gets hard *If I trust these values to carry me through this, what is my next small, honest step?*

One more thing

Some of this will land immediately. Some of it will not make sense until someone asks you the right question about it. If you would like that conversation, a certified MOSO Value Triangle Assessment® coach can read this with you, against your actual situation. Bring the report, and bring your notes.

Live by design — not by default!

Sources

Every work referenced in this report, verified against the publisher or the journal of record. The research is cited for the ideas it establishes; none of it is a statement about you.

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Disclaimer

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