

UNPACKING THE CVI™

Understanding Yourself through the Core Values Index™

A revolutionary assessment that bypasses personality and behavior



CORE VALUES INDEX™



Read pages 1-5
and complete
Reflection #1
before starting
the video.



Rules of Engagement

Communication Guidelines For Unpacking CVI

- 1** Throughout this time together, you will have many opportunities to share your heart with your loved one or take time to reflect on your own. This is a time to share vulnerably and openly in order to understand each other or just yourself better.
- 2** This presentation is about 1:45 hours long. Make sure you take breaks to think about what is being presented. I would recommend taking a break after 55 min before you start the topic of Conflict Strategies.
- 3** So as you begin each exercise, please write out your answers alone. Take time to be as reflective as possible. This is a space to think, process, write and reflect.
- 4** Then share with your partner, if you are doing this as a couple, what you wrote. As often as possible, validate what you hear them saying. Use phrases like "I can see how you would feel that way." Or "I understand..." When possible rephrase or summarize what they have said to you. Affirm as often as possible.
- 5** Try to refrain from correcting how they perceive themselves or certain situations. This is a time to build safety and security. This is a time to be heard and seen.
- 6** Be mindful of the amount of time each of you speaks. Give each other equal time. You may even want to watch the time. If you have been given a 15 min period of time, take 5 minutes to write and then each of you have 5 minutes to share.
- 7** The most important thing here is **emotional safety!** Make sure your tone and your words are words that build up rather than tear down. Watch your facial expressions, be aware of your posture. **Be the safe shelter you want in your partner!**

DISCLAIMER

Although Sabrina is a therapist, this recording does not constitute therapy. If you want to go deeper into understanding we ask you to seek therapy. Please feel free to book online appointments with Core Values Counseling by calling 503-869-8108 or contact us through our website at CoreValuesCounseling.com.

Agenda

Part 1: Unpack our CVI

Part 2: Conflict strategies



Introduction

We are all wired for relationships from the time we are born to the day we die. We seek out relationships which fulfill our needs and wants. We also build walls around relationships we can't escape from which cause hurt, stress and pain. You have a desire to make yourself a better person and improve yourself and your relationships. You are a hero in our book for seeking to improve.

We love what Dr. Susan Johnson wrote in her book called "Hold Me Tight". From the time we are born to the time we die, we ask three questions in every relationship we have. It is subconscious and we need to hear it in a way that penetrates our heart.

 The three questions are:
1) Are you there for me? 2) Will you come when I call? 3) Do I matter to you?

To have the other person hear our positive responses to these questions we need to get a PHD in your partner, as Gary Smalley has said. We believe you will make great strides to understand your partner and self by understanding how they are wired through the CVI™.

We know in every relationship we are enticing each other to see if this relationship will benefit us and meet our expectations, which may be subconscious in nature. We do a dance in which we move close and then push away. Many times because we have trust issues from our past relationships or faults in ourselves. We are afraid to have the other person see us as we truly are, because we fear rejection. We come to a balancing point in which the least intimate person feels comfortable. If the two are comfortable with the closeness, the relationship moves peacefully forward until a change/crisis occurs that makes one person or the other desire more intimacy and the dance begins again.

Our hope for you is that by going through this online course you will learn more about yourself and your partner. You will become more aware of what kind of lens you look at the world through and how you are wired to deal with different situations. We encourage you to take time and write out your thoughts in the exercises. Don't rush things, take time to think about how you and your partner respond to situations through the lens of the CVI™.



7 Areas to Build Up Any Relationship

For Couples, The Gottman's have done years of research on what makes relationships last. Below are Seven areas that we all can work on to build up any relationship.

Sound Relationship House

1

Build Love Maps: Through the Core Values Index™ you will learn a lot about each other's worlds by understanding how they see the world around them. What Core Values are the most important to them for how they are wired.

2

Shared Fondness and Admiration: Appreciate each other's values. Love and respect the differences between you. Leaning on one another to fill that which is lacking in yourself and valuing those things you share in common.

3

Turn Towards (instead of away): Practice today being attentive to your partner, making them more of the center of your world.

Make Life Dreams Come True! Do you even know what those life dreams are?

4

The Positive Perspective: Hopefully by gaining deeper understanding, and spending intentional time together you will begin to feel even more positive with one another. Time, children and work can stress us out and we can tend to become negative...we will begin to shift that attitude if we believe that our partner has our best interests in mind.

5

Manage Conflict: Through the CVI™ we will understand what triggers us and begin to learn we have other ways we can deal with conflict, but we need to be mindful of the fact there will always be troubles. Determine to accept the influence of your partner and that the two of you are a team. If you are on the same team, one person can not win and the other loses. You either both win or both lose.

6

Shared Meaning: This is a great thing to come to agreement about. finding a focus that projects you into the future together gives you a purpose to leave each day to the fullest. center of your world.

7

Trust and Commitment: These essential elements hold the house together. Do you put your spouse above all others and are you committed to the vows you gave? Take time to do a little assessment of your own relationship before we begin today. This will help guide you to know where you want to focus your time and energy, not only today but in the weeks and months to come.



REFLECTION #1

Write and share with your partner

(Note: Reflections on video are different than on the handouts.)

1 Throughout this course, what do I need from my partner in order to feel safe to share vulnerably and grow in our relationship?

2 What am I hoping to gain from the course?

3 As I look at the **Sound Relationship House**, the seven areas listed above, where do I think our relationship is strong and where are we in need of a tune-up?



Essential Elements of CVI™

We can be only ONE Core Value Energy at a time

Are you ever aware of the ENERGY you are bringing to the table? It matters! Becoming conscious of who you are being at any given time changes how you interact with the world.

Becoming mindful of what “presence” you are being is how you become more and more effective.

Being *mindless* is easy. It takes no energy. *Mindfulness* takes work...effort.

We always have the GREATEST IMPACT in our highest and greatest Core Value.

Our greatest impact is in our highest Core Value, But it is also our greatest vulnerable place, where we can feel attacked very easily.

Unless we keep the two Core Values in any one quadrant connected, then we negate the energy and it turns negative.

*Every Core Value Energy is **supported** by another core value.*

POWER ↔ **FAITH** **WISDOM** ↔ **COMPASSION**
LOVE ↔ **TRUTH** **KNOWLEDGE** ↔ **JUSTICE**

If we unlink those two it takes away the power of the whole core value and it even becomes negative.

Notes

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4 KEY BLOCKS

BUILDER Power • Faith

Builder Power builds up, does not oppress. It is the energy applied to make the positive difference. Faith that they know what to do now and will know what to do next.

Power that **builds up** and moves things forward. An **inner faith** in themselves, like self confidence. They know what to do now and will know what to do next. They can also inspire power and faith in others. They can loan their power and faith to you.

BANKER Knowledge • Justice

Knowing the facts through research, proof, measurements and records. Ensures accessibility and accountability for all.

The Banker **loves knowledge**, and understands the how and why of things. Justice means that knowledge they glean is available to all and used appropriately. Often they are the ones who are **conserving and preserving** resources. They want to make sure everyone's needs are taken care of. They are always averting disaster. They are seeking the **greater good for all**.

MERCHANT Love • Truth

Nurtures the values of self and others, works to build community. Relationships and vision are at the core of a Merchant. Love paired with truth; the ability to see the way things are and share that truth is a powerful combination.

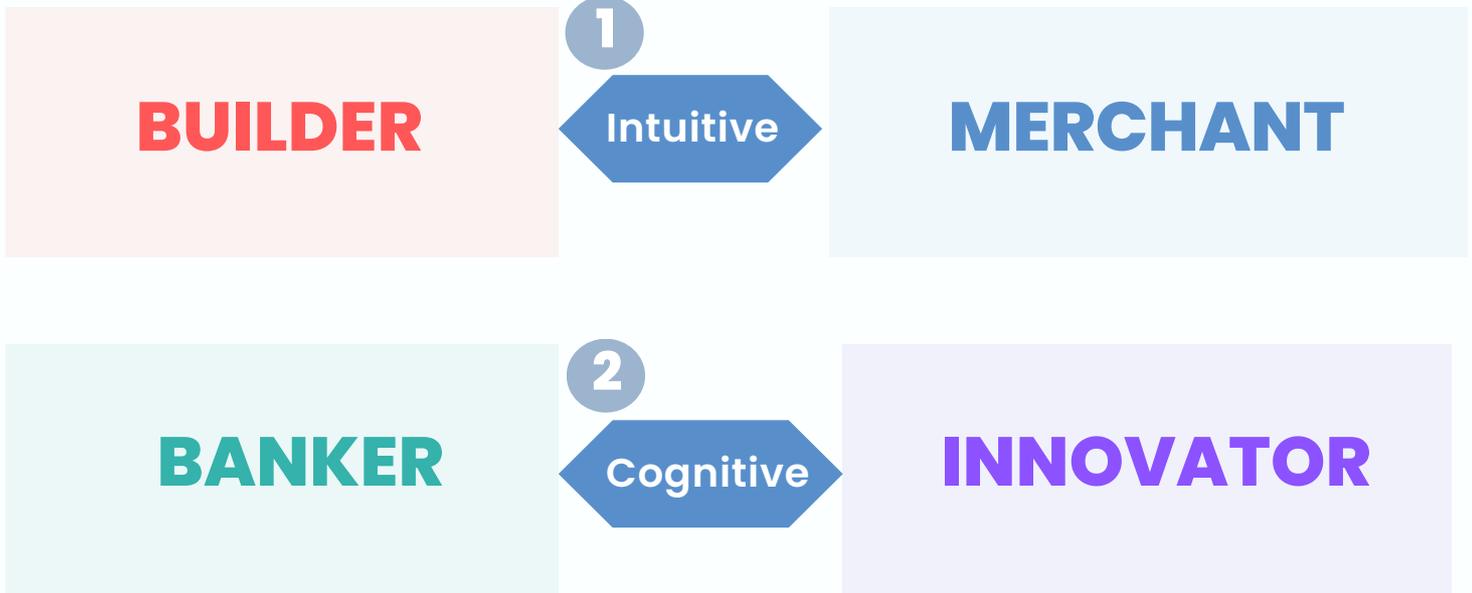
Merchants are **PEOPLE extraordinaires!** extraordinaire! They are **highly intuitive** and can sense the truth in people and situations. They are visionary and see the big picture and see how each person fits into the scheme of things. They are **networkers** and **connectors**.

INNOVATOR Wisdom • Compassion

Sees the way things are and knows what to do about it. Has compassion to stay with the problem and remains observant until there is a solution.

Innovators lead with their wisdom. Often it looks like they aren't doing anything, but they are intensely **observing**. They Love CHALLENGING problems and coming up with many different solutions. They are able to stay with a problem or a person patiently and with compassion for long periods until the problems are resolved. They are LONG SUFFERING.

Contribution - 6 Types

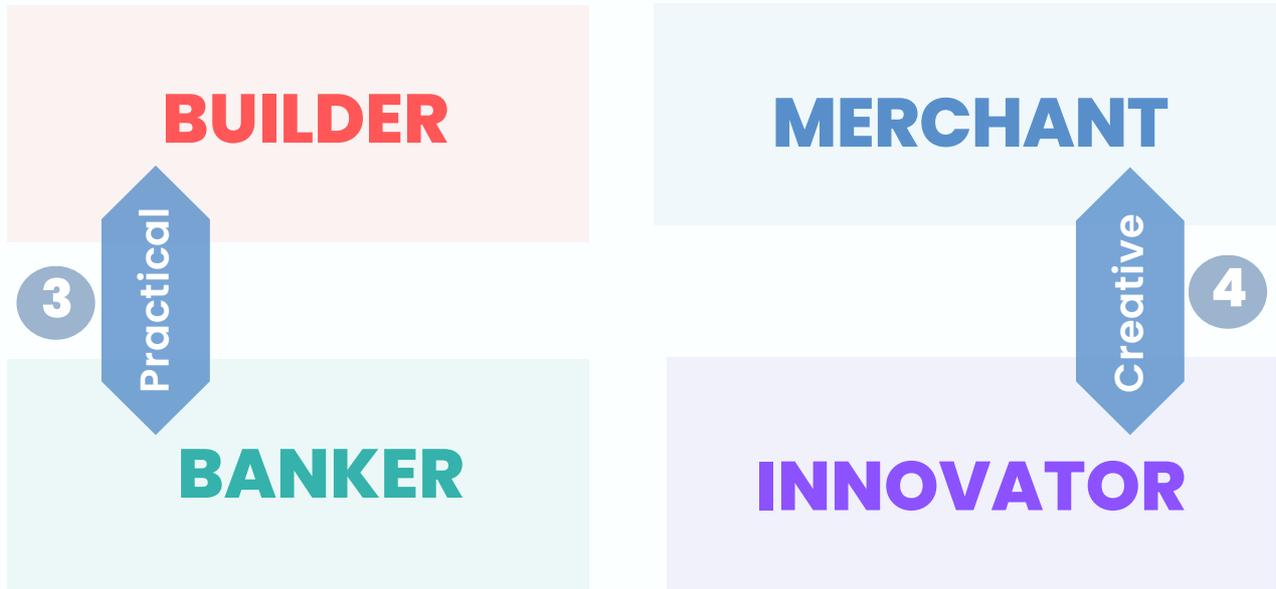


- 1** Intuitive: Builders value acting from the gut, from impulse. Merchants, also intuitive, value acting from love and the truth the intuitively see. Both of these values rely on spontaneity. Intuitive people tend to act without a lot of thought or second-guessing. They tend to make quick decisions based upon the way things feel and the way they feel about things. They believe in their capacity to know what to do next.
- 2** Cognitive: The opposite of the Intuitive type is the Cognitive type. Innovators and Bankers both value making decisions based upon assessment and analysis. They make decisions based upon what they think or know versus what they feel. Banker/Innovators are rationally based, working from fact, provable systems, and logical flow.

Notes

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Contribution - 6 Types

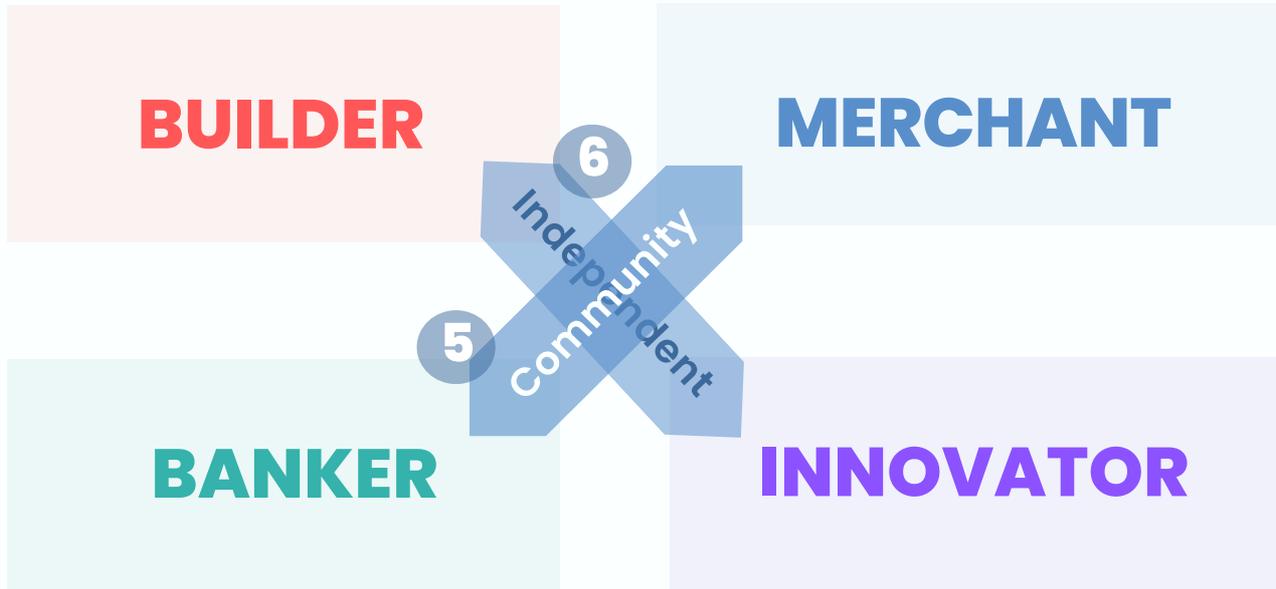


- 3 Practical:** Builders and Bankers both value “being right”. These people think that they are never wrong. Builders acting from the gut, and who can challenge the validity of a gut instinct? Bankers believe they are never wrong because they have the data to back up their actions and conclusions.
- 4 Creative:** Merchants and Innovators both value being needed, either for their solutions and technologies, or for their humanity, creativity and love. This need to be appreciated drives them to achieve long-term relationships, and to develop means which insure the longevity of the relationships. The power of an Innovator/Merchant derives from their inexhaustible well of creativity. This creates a deep sense of optimism.

Notes

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Contribution - 6 Types



- 5** **Practical:** Builders and Bankers both value “being right”. These people think that they are never wrong. Builders acting from the gut, and who can challenge the validity of a gut instinct? Bankers believe they are never wrong because they have the data to back up their actions and conclusions.
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Notes

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REFLECTIONS #3

Write and share with your partner

1 In what ways do you see your highest contribution lived out in your life? Expound on this with specific examples.

2 What am I hoping to gain from the course?

Combine Your CVI Score

List your strengths as a couple:

In what ways have you seen these values work well in your lives together thus far?

If you have no numbers, place an **X** for your top two contribution types of each of you.

Intuitive: _____

Community: _____

Creative: _____

Practical: _____

Cognitive: _____

Creative: _____

Notes

**Advise to take a long break
after this reflection.**

B R E A K



Conflict Strategies

Identify Your Unique Dance

We learn this conflict dance at an early age. It gets cemented through our early relationships but it is all based in the vulnerability of our deepest core self.



BUILDER

- Power *lacks* Faith Powerless
- Intimidation
(Overpowering to keep power)

MERCHANT

- Love Hides Truth Unloving
- Manipulation
(Striving for Love)

BANKER

- Knowledge sees no Justice
- Aloof Judgment
(Avoiding Stupidity)

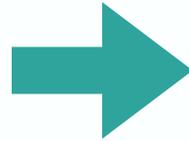
INNOVATOR

- Wisdom lacks Compassion
- Interrogation
(Avoiding Foolishness)

4 Horsemen of the Apocalypse

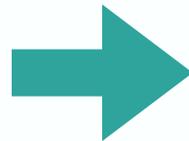
From John Gottman

CRITICISM



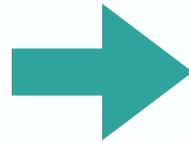
Complain
without Blame

DEFENSIVENESS



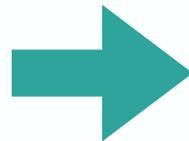
Take
Responsibility

CONTEMPT



Build Culture
of Appreciation

STONEWALLING



Do Physiological
Self-Soothing

All of the negative conflict strategies found in the CVI can lead to any of these well known and researched strategies. Gottman's research has found these are the indicators of relationship disasters.

Reflections #4

Write and share with your partner

Default Conflict Strategy

- Intimidate/Overpower
- Manipulate
- Enable others
- Fix it
- Control it or others
- Shut down
- Interrogate
- Belittle
- Confuse
- Become invisible
- Judge
- Become aloof or distant

Wake-up Calls

Anxiety: our awareness alarm

- Negative emotion:
- Fear
- Stress
- Abandonment
- Anger
- Resentment
- Disrespected
- Inner voice
- Autonomic system takes over

1 What is your default mode when dealing with conflict?

2 Write about a time when you were triggered by one of these words listed above.

3 Are you aware of your body's response to these emotions? If so, how do you identify when it is happening?

4 If you were able to shift to another core value how would you have responded differently?

Action Plans

Action Plans attain a better understanding of yourself and others

PRIORITIZE

Prioritize your growth plans to understand your Core Values Index and what would you need to accomplish this.

Ex: journaling what core value you need in different situations, or what core value you need to switch to in dealing with conflict.

CHANGES

What are the changes you individually need to make so the two of you can move closer to supporting each other?

OBSTACLES

What is holding you back?

Ex: Knowledge, Resources, Community Help, Lack of positive endorphin infusion. Do you need coaching or counseling around this?

GOALS

List SMART goals for becoming the best version of yourself come true. (Specific, Measurable, Attainable, Relevant, Time bound)

FINAL REFLECTION

ACTION STEPS

1 What are you willing to do or give up to live out of your core self?

2 What habits can you put into place to keep your vision vital and active?

3 What are your greatest “take-aways” from this presentation?

4 Are there other initiatives you will take from what you gained?

We hope you gained a great deal of understanding from this workbook. Becoming more familiar with each other is the innate unchanging nature of you that inscribes where you can make your highest and most productive contribution in your relationship.

We offer extended sessions to understand yourself and your partner even more.

Contact us to sign up!



503 869-8108



View our
counselors



Visit CVC Website

Appendix

Bio & Bibliography

ERIC WALTERS

Eric has been an educator since 1984 and recently became a life coach. He holds a Masters in Education from Southern Oregon University. He is passionate about mentoring and coaching individuals to reach their full potential and giving couples the tools they need to achieve the best relationship possible. As a survivor of an affair, Eric is especially drawn to helping people heal from the devastation of any breach of trust. You can reach Eric by email at EricW@corevaluescounseling.com.

SABRINA WALTERS

Sabrina is a Marriage and Family Therapist and has served individuals, couples and families since 2003. She received her Masters of Marriage and Family Therapy from George Fox University and has served as an adjunct professor there over the past ten years. Sabrina has training in the Gottman Method of Couples therapy and also trains other Counselors for the Gottman institute, and loves working alongside Eric at our couples conferences. You can reach Sabrina at SabrinaW@CoreValuesCounseling.com

Sign up for newsletters to learn more about improving your relationships and other information at <https://corevaluescounseling.com/join-our-newsletter/>

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www.corevaluescouples.com For more inspiration and invitation to other events.

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A White Paper and HR Tools Handbook By David Mashburn, Ph.