

About the Core Values Index™ (CVI™)

DESCRIPTION: Using the wisdom of the Core Values Index™, CVI™, the Would You Rather Activity is a fun exercise to do with your young children to better discern their Core Values. Discovering a child's Core Values (their unchanging hard-wired nature) early will allow you to see them in a way they feel seen, hear them in a way they feel heard, and motivate them in a way they feel motivated as they grow into their potential. Leveraging the wisdom of the CVI™ in your own life and with your children will dramatically improve communication, learning, personal motivation, conflict resolution, and your ability to identify and empower your child to make the contributions they were wired to make in the world.

The 4 CVI™ Types

Builders: The Action People

Merchants: The People People

Innovators: The Options People

Banker: The Details People

Additional Insights to help you discern your child's #1 Core Value and notice how each of the Core Values show up in their everyday life:

- Everyone has at least a little bit of each of the 4 Core Values
- The higher the #, the more a person resonates with the attributes of that value. The lower the #, the less a person resonates. The # range is from 1-36.
- For a 26-36, they need to live in that Core Value like they need air to breathe. It is also their superpower.
- For an 11-1, it is increasingly demotivating for a person to shift or be in that Core Value. It's not that they can't do it, but it's about what it will cost them to shift there.
- You can only operate in one Core Value at a time, shifting between values throughout the day.
- The higher and closer two Core Values are in number, the easier the shift. The greater the difference in number of two values, the more effort it takes to shift between them.

*A CVI™ graph that looks more square means that person's super power is being able to connect with anyone. They have natural hard-wired empathy for all four Core Values.

*Kids can take the CVI™ at www.livingwholehearted.com/cvi when they have a 5th grade reading level or higher.

The 4 CVI™ Types

BUILDERS ARE...

All about action that leads to results. Their Core Value is Power. Builders learn by doing. Trial and error is part of doing and no big deal to higher Builders. They only communicate what is necessary to get going or get something done. Why share more? A Builder's communication is to the point. **They can carry a large load** (both in quantity and physical difficulty of tasks). They are independent. People can create barriers for Builders to get stuff done. **They like to do stuff that will make a positive difference for themselves and others.**

In conflict, Builders are very direct. They can misuse their Power and Faith (Confidence) to get others out of the way so they can get back to what they were doing or get the results they were trying to achieve.

MERCHANTS ARE...

All about the people. Their Core Value is Love. Generally, the more the merrier. You want Merchants planning parties, vacations, and telling stories. Merchants want to live authentically, achieve their potential, and help others do the same. They inspire people and are gifted at envisioning how others can thrive. **Merchants are the most relationally intuitive.** They listen to their gut and feel everything going on inside and around them. They work through their challenges by talking and listening with other people. Their communication style is roundabout – using verbal processing to get to conclusions. **Merchants need people to help them make sense of themselves and the world.**

In conflict, a Merchant needs to be with people. When they aren't being treated in a loving way, or the convictions they hold dear are not being honored, they will be vulnerable to manipulate others.

BANKERS ARE...

All about the details. Their Core Value is Knowledge. They are curious and they can store great amounts of details in their mind and retrieve them with accuracy. Bankers are the most methodical – there is a right way to do everything! **They love excellence.** Because of this, they take longer to do and say things because it must be accurate. **They are gifted at spotting things that can be improved.** Solutions are found by reading and analyzing. Once a solution is determined to be the best, it is remembered and defended. To be replaced, a new solution must be vetted and proven to be better. **The way Bankers care for people is by making sure they have the resources they need.**

When Knowledge or Justice are not being honored, a Banker is vulnerable to aloof-judgment, which results in some type of withdrawal. Bankers tend to let people reap the consequences of their mistakes if they didn't listen to the Banker's warning.

INNOVATORS ARE...

All about ideas and leveraging the best options for any challenge. Their Core Value is Wisdom. The higher the number, the more options they see and the faster they are at assessing the options and finding the best solution. They love efficiency, but if they aren't able to quickly assess and solve the problem, Innovators often need to pull away from people to think. Innovators are independent in this way. They are gifted with the most wisdom in the community (seeing the way things are and discerning what to do about it). **Innovators love when they are asked to contribute their ideas and their ideas are utilized** to create a plan of action that leads to better results.

When the Innovator's Wisdom is not being honored, they are vulnerable to getting others to see them (or their ideas) as the wisest through a form of Interrogation.

Would You Rather...?

Activity for Parents and Kids

Description: Using the context of the four CVI™ Types described on the previous page, ask your child a series of fun "would you rather" questions. The samples below will give you an idea of some you might use. Take time to write additional questions of your own. Your child's answers will give you clues into which Core Value is likely their strongest and how they are hard-wired. Be aware, with this method it is difficult to discern the strongest Core Value for people who are more "square", which means that all four of the Core Values are nearly equally important to them (yielding a square-shaped CVI™ graph). It is hard for balanced-graph people to discern which Core Value they are operating in at any given moment, and when they shift between Core Values, because all four are active and easily accessible. For these kiddos, it will be beneficial to take the online CVI™ assessment, determine their actual numbers, and talk about the Core Values and how they are each unique and equally valuable.

If you could only choose ONE,
would you rather...?

Builder OR Merchant

...build a sand castle by yourself, OR have a friend over and play?

Builder OR Innovator

...build a sand castle by yourself OR spend an hour talking to a sand castle building expert and look at their creations?

Builder OR Banker

...build a sand castle by yourself OR spend time reading your favorite book?

Merchant OR Innovator

...play with a friend OR grab a bucket of random Lego pieces and build something from your imagination?

Merchant OR Banker

...make cupcakes for the family with me OR organize the game room/closet?

Innovator OR Banker

...spend time painting by yourself (or with me) OR have me listen to you read one of your favorite books?

*Use your knowledge of the CVI™ to write more questions for your child.
Have fun!*