

## The Flip Side of Values Transcript

To move steadily in a valued direction, you must be willing to take action even when what you care about brings up pain so you can change, grow, and move forward. If you think about the things you value, you'll usually find painful stuff on the flip side (Follette & Pistorello, 2007; Hayes et al., 1999, 2012). After all, if you didn't care about something, would you have any pain around it? The following is a transcript of John and Frank doing an exercise to help John follow his values to find pain and follow pain to find his values.

**Frank.** If you're willing, John, I'd like us to do an exercise to show how you can follow your values to find your pain and follow your pain to find your values.

**John.** OK.

**Frank.** Let's start by choosing a values statement you want to work with.

**John.** Hmm... How about working with my coworkers effectively in the area of work?

**Frank.** OK. Here is an index card. On one side of the card, write the word value at the top and write down that values statement below it.

**John.** OK.

**Frank.** Now, flip the card over. Write the word pain at the top of the card on this side.

**John.** OK.

**Frank.** Next, complete the following sentence and write down your answers in a bulleted list below the word pain. In caring about working with my coworkers effectively, I fear that \_\_\_\_\_?

**John.** What do you mean?

**Frank.** For example, do you worry something bad will happen?

**John.** Oh. OK. Hmm... I think I'll make a mistake, or I'll get someone hurt.

**Frank.** OK. Write them down as bullets.

**John.** OK.

**Frank.** Now, when thinking you'll make a mistake or get someone hurt, are there any painful feelings that come along with those thoughts?

**John.** Oh yeah! I feel anger, worry, fear, and some sadness.

**Frank.** OK. Add them to the bulleted list.

**John.** Done.

**Frank.** How about any feelings in your body?

**John.** Yes.

Frank. What do you feel?

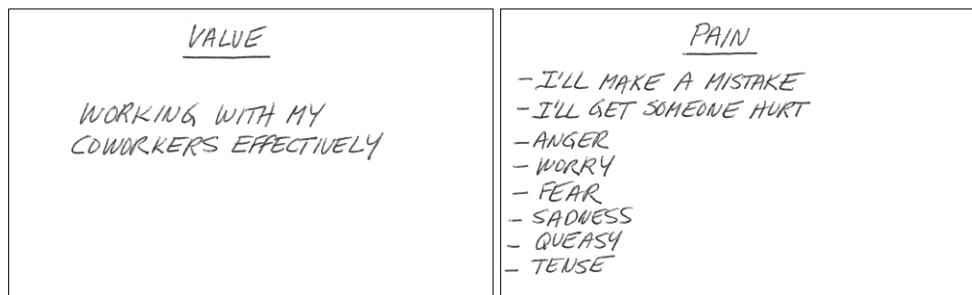
**John.** My stomach feels queasy, and my body is tense.

Frank. OK. Add queasy and tense to the bulleted list.

**John.** Done.

Frank. Excellent! Let's review what you have so far. On one side of the card, you say you care about working with your coworkers effectively. On the other side of the card are the thoughts you'll make a mistake or get someone hurt and the feelings of anger, worry, fear, queasy, and tense.

**John.** Yes.



Frank. OK. Let's pretend I have a magic wand, and I wave it over your head today before you leave. All that painful stuff will be gone when you wake up tomorrow morning. However, the consequence is that you no longer care about working with your coworkers effectively. After all, if you didn't care about working with them, you'd have no worry or fear about making a mistake or getting someone hurt, right?

**John.** Yeah. You're right.

Frank. So, you see, in valuing something, there's pain, and in that pain is what you value. The consequence of getting rid of the pain is giving up your value. You can't have one without the other. So, do you want to hold on to your values card or rip it up and throw it in the garbage? But remember, the cost of getting rid of the pain is throwing away your value. That's the coin toss. What do you want to do?

**John.** I want to keep it!

Frank. OK. Let's now follow pain to find a value. Choose a thought on your pain list.

**John.** Hmm... Let's work with the thought I'm vulnerable to an attack.

Frank. OK. And where does that thought usually show up in life? At work?

**John.** Yes.

Frank. OK. Here's another index card. Write the word pain at the top on one side of the card.

**John.** OK.

Frank. Next, create a bulleted list below it. Start by writing down the thought I'm vulnerable to an attack as an item.

**John.** Done.

Frank. Now that you know the routine, what painful feelings show up with that thought at work?

**John.** Fear, worry, nervousness, tense, pressure, and sometimes anger.

Frank. OK. Write them down as items on the list.

**John.** Done.

Frank. Now, flip the card over. On this side, write the word value at the top.

**John.** OK.

Frank. Next, complete the following sentence and write down your answer below the word value. At work, thinking I'm vulnerable to an attack and feeling fear, worry, nervousness, tense, pressure, and anger matter to me because I care about \_\_\_\_\_? Look at your values statements in the area of work.

**John.** Ah! I get it now! It's living safely. I'll write it down.



Frank. Great! Do you want to hold on to that values card too?

**John.** Absolutely!

## References

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