

VALUES IN ACTION EXERCISE

Start by selecting one of your organization's values. If your organization has not yet defined a set of values, think about what you believe as a group. What makes someone successful in your organization? What advice would you give a new employee about working there? Some common values are integrity, accountability, and teamwork. You can also take a look at the list of organizational values on the following page. Pick one value that applies to your organization and use that for this exercise.

Once you've chosen a value, you can begin to define what that value looks like in action. Start by creating two columns on a blank page. On the left side, write down as many examples as you can of behavior you've seen at your organization that's aligned with the value. On the right side, list behaviors you've seen that are not aligned with the value.

We've included an example below of what that might look like for the value of integrity:



Example

Value:

Integrity

Aligned:

- Speaking up when you've made a mistake
- Giving accurate estimates of when a project will be delivered
- Giving honest feedback to your colleagues

Misaligned:

- Lying to a client about your ability to do a piece of work
- Passing off someone else's work as your own
- Keeping quiet when you see a problem

Aligned:

Misaligned:

Value:

What's a specific story of when you saw someone in your organization exhibit one of the aligned behaviors? What was the context? What did that person do? What was the outcome and how was it connected to the value? Below, write the full story of this experience. This alignment story will serve as a tool to help to bring the value to life for your colleagues.

COMMON ORGANIZATIONAL VALUES

Integrity

Acting with honesty and strong moral principles.

Accountability

Taking responsibility for actions and decisions.

Transparency

Open and honest communication.

Excellence

Striving for the highest standards in all work.

Innovation

Encouraging creativity and new ideas.

Collaboration

Working together to achieve shared goals.

Customers First

Prioritizing customer needs and experiences.

Respect

Valuing diversity, inclusion, and individual contributions.

Empathy

Understanding and caring for others' perspectives.

Sustainability

Committing to environmental and social responsibility.

Diversity & Inclusion

Creating an equitable and welcoming workplace.

Growth & Learning

Encouraging continuous improvement and development.

Agility

Adapting quickly to change and challenges.

Courage

Taking risks and standing up for what is right.

Trust

Building strong, reliable relationships.

Service

Prioritizing helping others, both internally and externally.

Passion

Bringing energy and enthusiasm to work.

Well-being

Supporting employee health, balance, and happiness.

Teamwork

Encouraging strong partnerships within the organization.

Fairness

Treating everyone justly and equitably.

Responsibility

Making ethical and sustainable decisions.

Results-Driven

Focusing on achieving goals and delivering impact.

Humility

Acknowledging mistakes and learning from them.

Fun & Enjoyment

Creating a positive and engaging workplace.

Resilience

Overcoming challenges with perseverance.

Boldness

Taking initiative and pushing boundaries.

Loyalty

Fostering commitment and dedication.

Community

Supporting and engaging with the broader world.

Ownership

Empowering individuals to take initiative.

Compassion

Leading with kindness and care for others.