

Discovering and sharing personal values

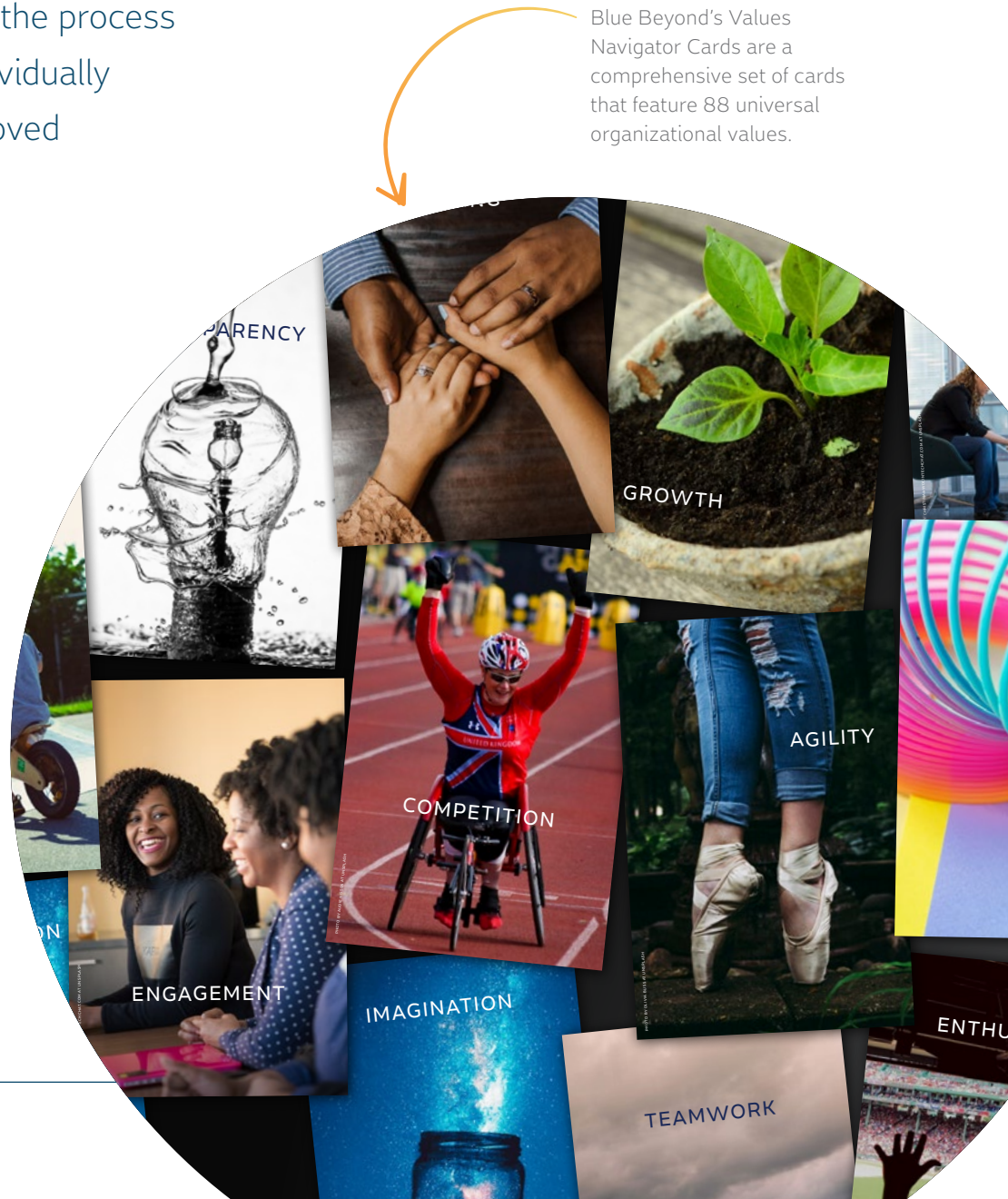


Values are the principles and standards that inform our decisions, actions, and priorities. Values Navigator™ Cards are a simple tool to help you guide your team members through the process of defining the values that matter most to them individually and sharing those with colleagues to promote improved understanding, cohesion, and collaboration.

In this workshop, you will:

- Enable individual development for each team member
 - Identify the values that matter most to each team member
 - Reflect on how those values impact each person's sense of purpose and set direction for their work
- Deepen connections through dialogue and teambuilding
 - Build relationships and familiarity among colleagues
 - Identify where values are shared to build internal cohesion
 - Identify meaningful differences in perspectives that will help increase understanding, promote empathy, and strengthen collaboration

Blue Beyond's Values Navigator Cards are a comprehensive set of cards that feature 88 universal organizational values.



Workshop

Supplies and setup

- Gather your supplies:
 - > 1 deck of Values Navigator Cards per person
 - > 1 Discovering Personal Values Workbook per person
- Arrange the room so the entire team is seated together at a large table where each person has space to spread out and sort their values cards. Put several tables together to form one larger table if needed.



PRO TIP

Refer to Blue Beyond's [Facilitator Tips & Tricks](#) for effective ways to engage your group.









PRO TIP

If you'd prefer to lead a shorter session, you can ask individual team members to complete the card sorting exercise and pages 4-5 of the workbook as prework to identify their own values before the team sharing session.



Facilitator's agenda

TIME	PROCESS	SUPPLIES
15 Minutes	<p>Welcome and overview: Welcome the team and thank them for participating in this important teambuilding exercise.</p> <p> 5 MIN: Walk through the objectives of the workshop:</p> <ul style="list-style-type: none">• Surface and share the values that matter most to each of you individually.• Explore areas of alignment and where you have different points of view. <p> 10 MIN: Introduce the team to the Values Navigator materials and how they'll be used.</p> <ul style="list-style-type: none">• Provide each person with a set of Values Navigator Cards and one Discovering Personal Values Workbook.• Ask the team to read page 2 of the workbook.• Lead a brief discussion of why values are important.	<ul style="list-style-type: none">• 1 deck of Values Navigator Cards per person• 1 Discovering Personal Values Workbook per person
30 Minutes	<p>Individual activity: Discover your personal values</p> <p> 15 MIN: Walk through the instructions on page 4 of the workbook to independently sort the cards into three piles:</p> <ul style="list-style-type: none">• Yes – these values are essential to who I am and the way I work. Even without consciously thinking about them, these values drive my choices and actions.• Maybe – these are values that are also important to me, but perhaps not as much as those in the “Yes” pile. I want to consider and revisit these.• No – these values don't reflect my guiding principles or ways of working. <p>Keep the “Yes” and “Maybe” piles in front of you. Place the “No” pile aside.</p> <p> NOTE: There are also blank cards that can be used to add values that are not already in the deck.</p> <p> 5 MIN: Review the cards in the “Yes” and “Maybe” piles. Create groups based on your definitions:</p> <ul style="list-style-type: none">• From the cards in your “Yes” and “Maybe” piles, create 5 (or fewer) new piles. Group cards with words that have similar definitions and meanings to you. Within each of the 5 (or fewer) piles, now select the one card with the word that best defines the entire group.• Scan the remaining cards. Are there any that you feel strongly need to be included to represent your core values? If so, add those to the final pile. If not, add them to those you've already discarded.• Set these “top-of-the-pile” cards directly in front of you and reflect on why you believe these values are most important. <p> 10 MIN: Complete page 5 in the Discovering Personal Values Workbook.</p>	N/A

continued →

TIME	PROCESS	SUPPLIES
5 Minutes per person	<p>Team activity: Sharing your values</p> <ul style="list-style-type: none"> • Ask each person to share their top 5 values, including: <ul style="list-style-type: none"> • Why they selected these values • What each value means to them • The associated action sentence they created • This is an opportunity for other team members to practice active listening. If time allows, they can ask questions to learn more once the person has finished sharing. 	N/A
15 Minutes	<p>Team discussion</p> <ul style="list-style-type: none"> • Once everyone has presented, facilitate a discussion about the patterns and the differences you observe: <ul style="list-style-type: none"> • Where do you see the most alignment? • Where are there differing perspectives? • If your team or company has existing values, how do people’s individual values align or differ? (Refer to page 6 in their workbook where they can make notes.) • What did you learn about each other today? • How can this exercise help strengthen cohesion and collaboration on the team? 	N/A
5 Minutes	<p>Thank you and next steps</p> <ul style="list-style-type: none"> • Thank the team for their participation and engagement. • Ask the team to describe how they want to continue the conversation around individual values and how they can support one another in demonstrating those values in day-to-day work. • Invite team members to reflect on their responses in the Discovering Personal Values Workbook and to complete the rest of the workbook. Plan additional discussions based on how they have elected to continue the conversation around individual values. • Summarize any next steps or commitments to continue building cohesion and understanding across the team moving forward. 	N/A

valuesnavigator™

CONTACT US:

learnmore@bluebeyondconsulting.com

or 510-733-5417.



Blue Beyond is a management consulting firm that specializes in the people side of business – culture, talent, organizational effectiveness, change management, communications, and diversity, equity, and inclusion. We serve clients throughout North America and globally, including Fortune 500 companies, non-profits, universities, and small- and mid-sized firms. Founded in 2006, Blue Beyond is headquartered in the San Francisco Bay Area with additional team members across the U.S.

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