

Quick team activities

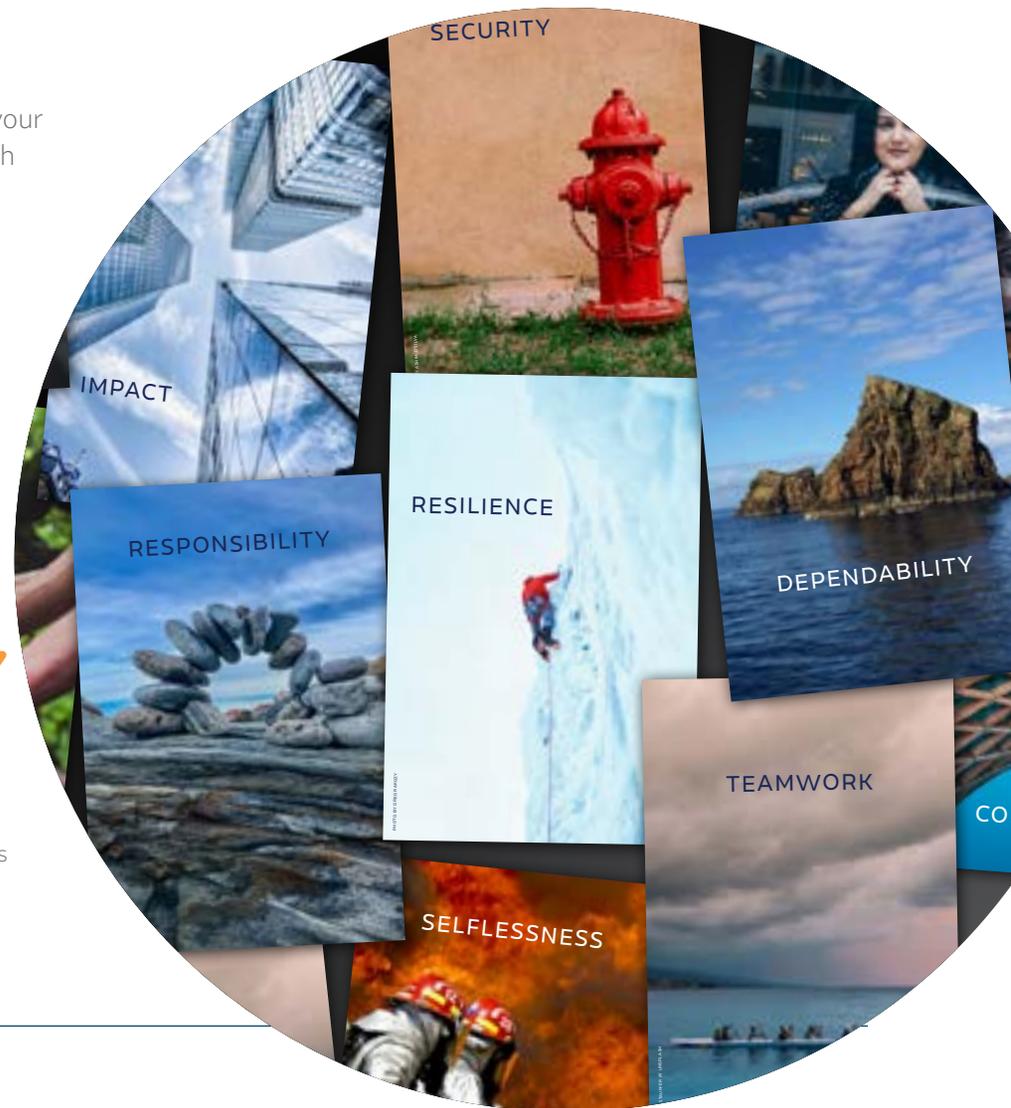


There are few things more energizing at work than being part of a high-performing and cohesive team – one in which team members work seamlessly together, challenge each other to think in new and creative ways, and deliver meaningful results. But these behaviors don't happen overnight. In fact – just the opposite – they take practice.

The first step to creating a high-performing, high-trust culture is investing in your team. It starts with spending more time together to make connections through thoughtful dialogue. Unfortunately, intentional connection is often the first thing to go when teams get busy – and arguably the most important thing to do when the stakes are high and time is scarce.

You can use existing meetings to spark meaningful conversations with your team without taking a lot of time for planning and execution. Use your Values Navigator Cards with the activities in this guide to reinforce relationships on your team and take existing team meetings to the next level.

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



Individual sharing activities

These activities are designed to create space for each voice on your team to be heard. They are great when you are looking to build a sense of familiarity or deepen understanding about similarities and differences among individual team members.



VALUES ROUNDTABLE

1. Spread the Values Navigator Cards out on a table with the words and images showing.
2. Ask each team member to select a value that they think is very important or meaningful.
3. Once everyone has selected a card, ask them to take turns sharing with the team:
 - Which value did you choose?
 - What does this value mean to you? How would you define this value?
 - How do you know when someone is demonstrating this value at work? What do their actions and words look and sound like?
 - What about this particular value matters to you?



STRENGTHENING VALUES

1. Spread the Values Navigator Cards out on a table with the words and images showing.
2. Ask each team member to select a value that they would like to demonstrate more consistently.
3. Once everyone has selected a card, ask them to take turns sharing with the team:
 - Which value did you choose? What about that particular value is important to you?
 - In what ways or situations do you currently act on this value?
 - In what kinds of situations do you want to draw more consistently from that value?
 - What can you do to dial up your use of that value? What trigger will tell you it's time to dial up the use of that value?
 - What will be different for you/the team when you do improve your ability to dial up that value?
 - What support would you like from the team to help you in this endeavor?
 - Optional: Invite ideas from the team on how to activate this value.



INDIVIDUAL RECOGNITION WITH VALUES

This activity can be conducted in at least a couple of different settings:

- During a team offsite where you have time to follow the instructions below to recognize each team member.
 - As part of a series in which you choose to focus on a different team member at each meeting for living a particular value. Continue this until everyone has had a turn to be recognized.
- 1.** Spread the Values Navigator Cards out on a table with the words and images showing.
 - 2.** Announce which team member will be recognized.
 - 3.** Ask each of the other team members to select a value that they think the person being recognized embodies based on their actions, words, and behaviors.
 - 4.** Once everyone has selected their card, take turns sharing thoughts out loud to recognize the team member:
 - Which value did you choose for the team member?
 - Why is that value important to you?
 - Why are you choosing to recognize this person for demonstrating that particular value? Describe a time when you experienced [name the person] activating this value.
 - How does this value differentiate this person and contribute to their success?
 - By acting on this value, how has [name the person] added value to the team's success?



VALUES IN ACTION STORYTELLING

- 1.** Spread the Values Navigator Cards out on a table with the words and images showing.
- 2.** Ask each team member to select a value that brings a situation to mind about a time when that value was especially relevant to them.
- 3.** Once everyone has selected a card, ask them to take turns sharing with the team:
 - Which value did you choose?
 - Tell a story about a situation in which you put that value in action (e.g., when it has helped you in overcoming a difficult challenge, became a priority for you, or added special meaning to your job).

Team discussion activities

These activities are designed to spark meaningful discussion about how values shape the work of your team. Use these to strengthen the sense of cohesion and clarity across the team.



VALUE SPOTLIGHT

1. Pick one value from the deck (you can select randomly or deliberately depending on the intended outcome of the conversation).
2. Have a team discussion about how everyone sees that value showing up in the team. Ask them to share:
 - Actions you have seen others take that demonstrate the value.
 - Actions or habits you have seen that may contradict the value. Get curious and ask clarifying questions to understand others' perspectives.
 - Opportunities to strengthen the team by paying attention to or leveraging that value more/less often.



TEAM RECOGNITION WITH VALUES

1. Spread the Values Navigator Cards out on a table with the words and images showing.
 2. Ask each team member to select a value that they think is strongly embodied by the team.
 3. Once everyone has selected their card, take turns sharing with the team:
 - Which value did you choose?
 - Why is this value important to you?
 - How does this value show up in the team? What actions or behaviors demonstrate how we live this value?
- Why are you choosing to recognize the team for demonstrating that particular value? Describe a time when you experienced the team activating this value.
 - How does this value differentiate our team and contribute to our success?
 - By acting on this value, how has our team added value to our organization's success?

valuesnavigator™

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