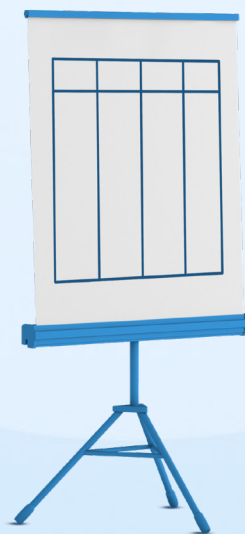


Team Values Exercise



Exploring what you stand for as a team

Exploring your team values

This exercise uses the foundations of the Affirming Statements technique to help you explore your team/company values. The aim is to increase understanding of your team values and how these can be worked out practically in the workplace.

Living your team values

The Affirming Statements technique on Mygrow begins by looking at your personal values. It then leads you through a process of turning your values into personal “I am...” statements. This team version is similar, just in a group context, based on team/company values.

How to facilitate the exercise

Time: 45 - 60 minutes

Equipment: White board / flip chart paper, pens, post-it notes, markers / pens.

Preparation:

- Get a list of your company values (or your teams if you have a list like that).
- Copy the Discussion Categories and columns from the next page by drawing them on the white board or flip chart paper. *(See page 2 for an example)*

Facilitation

Column 1: Ask a team member to write the team/company values (either on a post-it note or with a whiteboard marker).

Column 2: Have the team write out what they think these values mean. Give them 15-20 minutes to think about this, brainstorm synonyms and unpack the underlying meaning of the values. For example, if one of the company values is “COURAGE”, ask what does this mean? What is another way of saying this? What does COURAGE represent?

Column 3: Explore the question of how these values can look in action. To continue with the COURAGE example, ask what courage looks like in the workplace? When do you need to be courageous? Perhaps courage looks like “Telling my co-worker that I don’t agree with the way they are approaching a task.”

Column 4: “We Are...” Statement: End off the activity by asking the team to frame the values as “We are...” statements. For example, “We are ... a team that chooses to be courageous, even if it is uncomfortable.”

Conclude: With 5 minutes to go, ask each person to share, in turn, what insights they have gained through this interaction.

