

Team Values Workshop

Duration: 39 to 63 minutes

1. Each team member writes their three best personal qualities on a note card. Use the format: "I have the quality of _____" for each quality. For example, "I have the quality of paying attention to details" or "I have the quality of courage". (5 min)
2. Each team member writes three things they see their organization values (based on action) on a note card. Use the format "When my organization _____ it shows that it values _____". For example, "When my organization evaluates performance based on time utilization it shows that it values hard work" or "When my organization has a 'bring your child to work day' it shows that it values healthy families". (8 min)
3. Assign participants into pairs (and if needed one group of three). Hand your partner your cards to read. Read silently. (3 min)
4. Continue in pairs. Work together to combine the qualities (it's okay to use new words) so that as a pair, you have four qualities listed. Use the format: "We have the quality of _____" for each quality. (8 min)
5. Continue in pairs. Work together to combine the values (it's okay to use new words) so that as a pair, you have four values listed. Use the format as before. (8 min)
6. If you have seven or fewer people in your team, skip to step 10.
7. Assign pairs into two groups of four, five or six people. Read each other's cards silently (include all cards). (4 min)
8. Continue in groups. Combine the qualities as before so that you have five qualities listed. (10 min)
9. Continue in groups. Combine the values as before so that you have five values listed. (10 min)
10. Get everyone together. Everyone silently reads through all the cards. (4 min)
11. On a flip chart or whiteboard, write down all the qualities (8 to 10) in the left column and all the values (8 to 10) in the right column. Just use the key word or phrase rather than the whole sentence on the cards. (3 min)
12. As a whole team, choose the most important organizational value and draw lines from your qualities that support that value. Then do this for the second and third most important values. Good discussion here is welcome! (15 min)
13. As a whole team, decide if any of the values listed are not values that the team can support. If there are any, strike through them with a black marker. (5 min)
14. As a whole team, decide if there are any important values missing from the list. The addition of a new value should be unanimous. Draw lines to show how your qualities support the value. (5 min)