TRANSCRIPT

Arriving at Collective Values

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When we started mapping our individual values and trying to understand which of them should represent our organizational values, it was quite an elaborate process with a couple of stages.

The first stage involved all of us writing our values on post-its, putting them on the wall, and realizing that about 36 values that all of us thought were essential to show up at work. When we had a closer look, we realized that among these 36 values, a bunch of them could be nurtured, like results-oriented innovation, thinking on your feet, etc.

And then we collectively agreed that we could nurture them and filter them out. Then we were left with about 16 values which all of us thought were very important for each one of us to show up at work. That's when the process of negotiations started where we asked each other, given a choice between values like honesty and ownership, which one would you let go? Given a choice between values like empathy and trust, which one would you let go?

Through conversations and dialogue, we arrived at four values that we thought were important, which we could further not negotiate to show up at work. The ultimate spirit is that if we practice these four values we will be able to resolve a lot of conflicts that we will experience in the team, which would help us get our work done and achieve the organization's goals in a much faster and seamless manner.

At the end of this exercise, we landed at four values: respect, empathy, ownership, and trust. We think these are important to us, not just as individuals within the organization. Still, we also acknowledge that these are the values that are important when we engage with people in our communities and when we can work together to achieve the goals that we have for the organization.