

Values & Agreements

Tools to Build Trust, Safety, and Organizational Climate

INSTRUCTIONS

1. Ask your staff to think about **what is important to them** in their personal work, professional relationships, and interactions.
2. As they think, they should walk around the room and **select three value cards** that represent their priorities.
3. Once they have three cards, each person should **find a partner and share** their cards and explain why they chose them.
4. After sharing, the pairs should **cluster** similar cards and **prioritize** the cards they have among them, selecting their **top two cards**.
5. For their top two, they should answer this question: **What would it look like if this team was practicing this value? What would we DO?**
6. Go around the room and ask each pair to **share** one of their values, and to share **what the staff should DO** to practice the value.
7. **Chart** the values and the associated actions.
8. If, as participants share, certain values seem similar, pairs can **"cluster"** them together.

REFLECTIONS ON REVERSE 

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OBJECTIVES

- To think about the values of your staff or team.
- To identify what is important to each individual.
- To learn how to prioritize individual needs within a group. Groups that have a strong foundation of shared values can have powerful results.

MATERIALS

One set of **VALUE CARDS** downloaded from **BUILDINGINTENTIONAL COMMUNITIES.COM** (YOU MAY NEED MULTIPLE SETS DEPENDING ON THE SIZE OF YOUR STAFF).

SETUP

- Print and cut out the **VALUE CARDS**.
- Spread the cards around the tables in the room.

INSTRUCTIONS ON REVERSE



REFLECTIONS

- **What connections, if any, do you see between your priorities and the values the team has identified as being most important?**
- **Does the team have any professional goals that are out of alignment with these values?**
- **How do you feel you are doing with your top five values? Some may be true for you right now, and some may be things you're shooting for.**
- **What might you have chosen when you were a teenager? What might you find most important after you retire? Your perspective may change or stay the same as you grow.**
- **What challenges do you anticipate the team will face in practicing these values? What suggestions do you have for ways to overcome these challenges?**