



# WHAT DO WE VALUE?

TYPE:

Value creator

GROUP SIZE:

Any

MATERIALS:

Post it Notes and Pens

INTRODUCTION:

We are going to participate in an activity that will enable us to examine our organizational values.

DESCRIPTION:

Ask team members to write down all the words or phrases they can think of that describe the values of their organization (that is the fundamental principles which guide organizational goals and decision making). Team members should write each word or phrase on a different post it note. Further instruct team members to post each note on a wall or other flat surface. Ask for 3 or 4 volunteers (depending on team size) to organize the post it notes into categories. Work as a team to reduce or combine the number of words or phrases until a manageable number (5-10) have been selected. Have a team discussion about these principles to explore how well they relate to the organization.

PROCESSING:

- What were the first words or phrases that came to mind?
- What was your reaction to the other words and phrases created by team members?
- If we were to select these values for our organization - how congruent is our current organizational behavior with these values?

VARIATIONS:

- To help clarify organizational values
- To open lines of communication
- To facilitate team cohesiveness

OUTCOMES:

- To help clarify organizational values
- To open lines of communication
- To facilitate team cohesiveness

REMEMBER:

- Introduce the exercise
- Explain it thoroughly
- Process it completely