

Worksheet – Values

The values in an organization are its guiding principles. They also inspire its members, guide their behavior, and set the organization apart from others.

Identifying values:

1. Bring together all the members of the organization.
2. Reflect on the mission (the reason for the existence of the organization), the vision (the ideal state that the organization wants to achieve), and the values (the principles that guide the organization).
3. Ask everyone to write between 3 and 6 words from the list of values below (or include others) reflecting the purpose of the organization. These words must be in line with the organization's culture, they should describe what needs to be done to aspire to the vision, and for the organization to be successful.
4. Reflect on the most popular values voted by everyone. Then, collaboratively choose between 3 and 6 values.

Putting values in practice:

- Reflect about how could those chosen values be implemented during the daily running of the organization.
- Define how the member's behavior can reflect those values
- Define the ideal behavior that you would love to see.
- Define the expected behavior.
- Define the behavior that you do not want to see.

Ideas:

- Write examples to have them handy within the organization. Circulate internally within the organization the list of chosen values with examples of relevant behavior.
- Dedicate a month to a different value so that people notice that value and the behaviors that define it.
- Add the values in the organization's logo.

List of possible values:

Adaptability	Determination	Harmony	Professionalism
Ambition	Discipline	Humility	Progress
Assertiveness	Diversity	Inclusivity	Quality
Authenticity	Dynamism	Individuality	Reliability
Autonomy	Education	Initiative	Resilience
Balance	Effectiveness	Innovation	Respect
Beauty	Efficiency	Integrity	Responsibility
Challenge	Effort	Joy	Sportsmanship
Commitment	Empathy	Kindness	Transparency
Compassion	Empowerment	Leadership	Trust
Competitiveness	Enthusiasm	Learning	Wellbeing
Continuous improvement	Equality	Mindfulness	
Connection	Excellence	Openness	Add your own:
Contribution	Fairness	Optimism	_____
Cooperation	Flexibility	Passion	_____
Courage	Friendship	Perseverance	_____
Creativity	Generosity	Poise	
Curiosity	Growth	Positivity	
Dedication	Honesty	Productivity	