

VALUES-REFLECTION: TEAM-BASED EXERCISE

FOUR VALUES

THE PURPOSE OF THIS TOOL

This tool, which works as a facilitated exercise, assists frontline staff and their leaders to reflect on their priority values individually and then to negotiate those values as a team.

HOW THE EXERCISE WORKS

Participants are first asked to spend a few minutes by themselves making a list of FOUR values that they personally believe to be very important in their heart when they are working in their role. These don't have to be the stated values that the agency talks about; they do have to be values that the person really believes in their heart to be true.

Participants are then asked to pair up, and to share their list of 4 values with each other. Some of the values might be in common, but it's also possible that the two lists are quite different. From the two lists of 4 values, the pair then have to agree a combined list of just 4 values. This means they have to dump four. They are not allowed to come up with new ones, they can only work with the actual wording they've got on their two lists.

Once this is done, each pair is then asked to link up with another pair, and to , and to share their list of 4 values with each other. Like before, some of the values might be in common, and some might be different. Again, from the two lists of 4 values, the 2 pairs then have to agree a combined list of just 4 values. This means they have to dump four. Like before, they are not allowed to come up with new ones, they can only work with the actual wording they've got on their two lists.

Once this is done, each group of 4 is then asked to link up with another group of 4, and the exercise is repeated, so that the two groups agree a list of 4 values.

VALUES in ACTION



The exercise keeps running until all the room's participants are in a single conversation about agreeing 4 values.

The facilitator then explores with the large group how they feel about the final list of 4 values. Responses can vary, with some groups declaring themselves happy with the outcome, where the participants agree that they feel an emotional connection with the list and that they have an easy commitment to living out those values in their work. The facilitator can then notice how the participants have in effect built a solid values foundation for their work, and that they can regularly check in with each other to see how their work is going against the values, and whether stronger outcomes are being delivered as a result to the people served. As such, the facilitator has just directly assisted frontline capacity.

Meanwhile some other groups may report more of a struggle, where at least some members are not so content with the final list. This can be due to a number of reasons, which the facilitator can explore:

- Some participants didn't invest sufficiently in the exercise, so weren't that committed to the material they came up with or the exercise generally
- Some participants find it harder to talk about values
- Some participants give up on defending their own values list, because they just want the group to get along, to avoid conflict
- Some participants give up on defending their own values list because of differing self-advocacy skills. While others are successful for the same reason
- Some participants conform to the views of the culture leaders

[content removed, pending FPL meeting on 18/1/17]

ANTICIPATED BENEFITS OF THIS TOOL

This tool is a way to assist team members connect to their values. It can help reveal where a team's culture is at, and the extent to which differing values might be diluting the team's efforts.

It also gives team members the chance to explore what is important to each of them personally, and how they defend and negotiate this in a team environment.

VALUES in ACTION



The exercise helps team members see the importance of common values, and how they can be used to drive the team's work and impact. It is designed to assist you to reflect on how strong your Lived Values are in relation to supporting people to have more control and choice over their lives and to be involved in valued roles in mainstream community life.

It also gives you the chance to think about the extent of any difference between your Lived Values and those of other stakeholders involved.

It also helps you to think about what actions you could take, and with what supports, to lead the strengthening of your own Lived Values and those of other stakeholders.

This can help build the potency of your own helpfulness to the person you serve, and that of other stakeholders involved. Such is the nature of leadership in the art of true helpfulness.

Running the exercise

See the next page for a cribsheet for running the tool with a group of people.

Facilitator guidelines (crib sheet)

The following notes are a guide, and we recommend you don't read out the instructions verbatim. Instead, read these guidelines thoroughly, as though you are studying for an exam, and then run the exercise using your own words.

Introducing the exercise

We want to spend some time now thinking about the things that are important to you, and which influence the way you do your work. These are called values.

Your values drive your decisions and actions, whether you are aware of them or not. However, you can become more effective as a person and as a team if you take a moment to think about the values that affect your work.

Our hope is that by the end of this exercise, you will have had the chance to think about what's important to you, to hear from other people what is important to them, and to find values that you might have in common that can shape your work.

Step 1

The first thing we ask you to do is take **two minutes** by yourself to think about the things that are important to you, and which influence the way you do your work. There might be lots of things, so we ask that you write down the 4 things that are most important to you, that you feel deep down.

There are no wrong answers.

Step 2

Thank you for doing that. We now ask that you pair up with someone else. Do that now. [allow a minute for the shuffling].

Now that you are in your pairs, we ask that you **take six minutes** on the following. First, share your list of 4 values with each other; explain each one and why it is very important to you.

Then each pair has to agree a combined list of 4 values. You can only choose from the 8 values that the two people brought to each pair. You can't choose new words.

VALUES in ACTION



Both of you must be happy (in your heart not just your head) with the combined list.

Step 3

Thank you for doing that. We now ask that each pair connect up with another pair to make a foursome.. Do that now. [allow a minute for the shuffling].

Now that you are in your foursomes, we ask that you take **10 minutes** on the following. First, share your list of 4 values with each other; explain each one and why it is very important to you.

Then each foursome has to agree a combined list of 4 values. You can only choose from the 8 values that the the two pairs brought to the foursome. You can't choose new words.

Each pair must be happy (in your heart not just your head) with the combined list.

Step 4

Thank you for doing that. We now ask that each foursome connect up with another foursome to make an eight. Do that now. [allow a minute for the shuffling].

Now that you are in your foursomes, we ask that you take **10 minutes** on the following. First, share your list of 4 values with each other; explain each one and why it is very important to you.

Then each eight has to agree a combined list of 4 values. You can only choose from the 8 values that the two foursomes brought to the eight. You can't choose new words.

Each foursome must be happy (in your heart not just your head) with the combined list.

Step 5

Double up again, until you have all participants in one group.

VALUES in ACTION



Step 6

Now that the entire group has resolved a list of four values, you can ask one or more of the following questions to the group, to help draw out the benefits of the exercise (use a whiteboard or similar to catch this stuff):

- How did folk find the exercise? What was easy and what was hard?
- How did you find it to talk about your values, to negotiate which one stayed, and so on?
- How do you think the list of four values could help you in your work as individuals and as a team?
- What do you think you have learned about yourself and your values, and about your coworkers' values?