

## Personal Values Assessment – Team Building Exercise

**Purpose:** To develop self-awareness for one’s personal values and the power they have to inspire greater performance.

**Process:** Complete a free personal values assessment (PVA) by going to:

[www.CultureLeadershipGroup.com/pva](http://www.CultureLeadershipGroup.com/pva)

Once you have received the PVA report, select your top 3 values that are the most meaningful from the list and complete the following Values and Behaviors Exercise.

Values, Beliefs and Behaviors			
Choose the top three values from your free Personal Values Assessment.	What is important to you about this value?	Recall a moment in your life when you were living this value. What behaviors did you exhibit that support this value?	How might you react if this value was ignored by others? Describe your feelings.
1.)			
2.)			
3.)			

### ***Team-Building Conversation***

The more awareness and self-mastery you develop of your own values, the more consciousness you develop for appreciating and understanding the values of others. One way to do this is by observing yourself or asking someone about one of their values—why this value is important to them, what they do to live this value, and how they would feel if this value is stepped on or ignored. You will see their life force come alive: their demeanor shifts, their facial features lift and brighten, and their tone of voice has more energy and life.

**Objective:** To demonstrate the power of values in generating new awareness, belongingness and commitment, and create a team charter that will support the team’s growth and development.

**Awareness:** Debrief after having participants complete the Values and Behaviors exercise:

- Ask team members to pair up with another person and share their values, beliefs and behaviors with each other.

### **Answer the following questions:**

- 1) What is your number one value?
- 2) How much of that value can you bring to work? If less than 50%, are you in a position to do anything about this – or – what is keeping you there?
- 3) Are you unable to bring any of the three values fully to work? Which one(s)? What prevents you from living them at work? How much energy are you losing as a result?
- 4) What would an organisation be like that lived up to your top values all the time?
- 5) If you are not living a core value at work, this might be due to some type of fear, e.g. I can’t be honest at work because if I speak out people won’t like what I say and I might get fired. What fears do you have?
- 6) How do you feel when this happens?
- 7) What is the worst thing that could happen if you were to live your values fully at work?  
  
What is the best thing that could happen? How do you want to be?
- 8) Name two values that are important to you; one that is already in the organisation and one that you do not find in your organisation now. What are the consequences in both cases?

- Next form larger groups by bringing together three pairs into a group of six and ask each pair to share their values.

**Belongingness: As a large group, share answers to the following questions:**

1. How do you feel when you are living your personal values at work?
2. Are there any values you are not able to live? What fears do you have?
3. When you are living your values, how do they impact your performance?
4. What would happen if you were not able to bring these values to work? How would you feel? What would happen to your performance?
5. Would you want to continue working there?

**Commitment: Create a team charter:**

1. Group and theme the top values of team members.
2. Revisit the mission and vision of the team. How do you contribute to the organization? What are you hoping to achieve in two to three years?
3. Identify three behaviors for each value that demonstrate your values in action to support the mission and vision of your team.
4. What's one thing you can start doing tomorrow to live these values?