

Values Based Conversation Focus: Personal Core Values

Preparation for the Team Discussion:

Ahead of time, the host will ask the participants to have their personal core values exercise available for the group discussion.

Have each participant choose one specific personal core value to discuss during this conversation. Prepare to share your own observations about your chosen personal core value, sharing a specific example of where this value is currently evident.

During the Team Discussion:

1. Share the Goal of the Session.
 - *The goal of this session is to continue discussing our personal core values and how they show up in our lives, in our work and in our leadership.*
2. Each person shares their core value and answers the following (host may begin):
 - *Share your core value and what that word means to you. What is your definition?*
 - *How has this value been evident recently? How did it impact your effectiveness?*
3. Ask each person to take a moment to reflect on the following questions:
 - *Which of my core values are most important to me during times of uncertainty?*
 - *Which of my core values make me less effective with my team during this time?*
 - *What support do I need? What support do others need from me?*
4. After the group has time to reflect, bring the team back together to answer the following:
 - *What stood out to you?*
 - *How can we function in alignment with our personal core values and still get things done in these circumstances?*
 - *What do we need from each other as we move forward during these changing times? How might I honor the core values of my team members in order to be more effective?*
 - *What is one thing I will commit to in the week ahead in order to honor what is important to me?*
5. Close & Appreciate - *Today we have discussed our personal core values and how we show up, especially during uncertain times. Let's keep our awareness high! Thank you for being engaged, sharing examples, and living your values in support of our organization.*

After the Team Discussion

- *Values in Action - Notice how you respond and feel when your core values are honored by others. Pay attention to others' responses and try to determine what core value might be at play.*

Advanced Virtual Delivery – If your platform allows breakout groups, have the group members partner with someone else to answer question #4.