

Establishing Values

Session 1

1. Context before Content

- Why before what or how
- Stewardship – establishing these on behalf of all future staff members
- Not necessarily your personal values (but should not be in opposition to them either)

2. Download Brene Brown List of Values

<https://brenebrown.com/resources/dare-to-lead-list-of-values/>

3. From the list choose **10 values** that you think will serve you Avoid base values like honesty, punctuality, integrity – these are a given. Its like saying there is oxygen in air. We are not going to set values that provide guidelines that discourage lying stealing or perpetually coming late to work
4. Make a **copy of the revised list** for every member of your team
5. Ask team members to **individually choose and rank their top SIX values from 1 – 6** (1 being most important and 6 being least important)
6. Collect the list and add up the scores – the **lowest three scores = new values**

Session 2

1. Create a **blank handout with the bold heading** at the top of the page called

WHAT DO OUR VALUES LOOK LIKE IN ACTION?
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2. Ask team to name 6 – 10 **behaviours, thoughts or actions** that explain what that value would look like as an action
3. Agree on 4 – 5 **common interpretations** of the chosen value

Session 3

Reveal and display your values and agreed action in a prominent place where you can refer back to them often

