



VALUES ALIGNMENT

Once team members have shared their values (see Individual Reason Process), use this exercise to help them to notice how their personal values align with the organisation's values. Doing this exercise helps team members to realise that their values connect with that of the organisation in some way.

Share the Organisation's Values (10 mins)

Talk through the organisational values. Discuss each value and what it means to create common understanding.

Values Alignment (3 mins per team member)

Get each team member to say how their personal values align with the organisational values, even if it is only in one small way. There is always some resonance, even if it is only a small one. Go round each member of the team.