OBJECTIVES
- To think about the values of your staff or team.
- To identify what is important to each individual.
- To learn how to prioritize individual needs within a group. Groups that have a strong foundation of shared values can have powerful results.

MATERIALS
One set of value cards downloaded from BUILDINGINTENTIONALCOMMUNITIES.COM (you may need multiple sets depending on the size of your staff).

SETUP
- Print and cut out the value cards.
- Spread the cards around the tables in the room.

REFLECTIONS
- What connections, if any, do you see between your priorities and the values the team has identified as being most important?
- Does the team have any professional goals that are out of alignment with these values?
- How do you feel you are doing with your top five values? Some may be true for you right now, and some may be things you’re shooting for.
- What might you have chosen when you were a teenager? What might you find most important after you retire? Your perspective may change or stay the same as you grow.
- What challenges do you anticipate the team will face in practicing these values? What suggestions do you have for ways to overcome these challenges?

INSTRUCTIONS
1. Ask your staff to think about what is important to them in their personal work, professional relationships, and interactions.
2. As they think, they should walk around the room and select three value cards that represent their priorities.
3. Once they have three cards, each person should find a partner and share their cards and explain why they chose them.
4. After sharing, the pairs should cluster similar cards and prioritize the cards they have among them, selecting their top two cards.
5. For their top two, they should answer this question: What would it look like if this team was practicing this value? What would we DO?
6. Go around the room and ask each pair to share one of their values and to share what the staff should DO to practice the value.
7. Chart the values and the associated actions.
8. If, as participants share, certain values seem similar, pairs can “cluster” them together.