

# Team values with meaning

Start by circling all of the values that are meaningful for your team.  
Try to limit yourself to 20.

Abundance	Creativity	Generosity	Mastery	Risk
Acceptance	Curiosity	Genius	Maturity	Satisfaction
Accomplishment	Commitment	Goodness	Morality	Security
Accountability	Common sense	Grace	Meaning	Self-reliance
Accuracy	Communication	Gratitude	Moderation	Selfless
Achievement	Competence	Greatness	Motivation	Self-control
Adaptability	Concentration	Growth	Openness	Self-respect
Alertness	Confidence	Happiness	Optimism	Sensitivity
Altruism	Connection	Harmony	Order	Serenity
Ambition	Diversity	Health	Originality	Service
Amusement	Decisiveness	Hard work	Organization	Sharing
Assertiveness	Dedication	Hope	Passion	Significance
Activism	Dependability	Helping others	Patriotism	Silence
Adventure	Determination	Honesty	Peace	Simplicity
Ambition	Development	Honour	Persistence	Sincerity
Art	Devotion	Humour	Physical challenge	Solitude
Attention to detail	Dignity	Humility	Play	Spirit
Authenticity	Discipline	Imagination	Pleasure	Spirituality
Autonomy	Discovery	Influence	Power	Spontaneity
Awareness	Drive	Improvement	Poise	Stability
Balance	Effectiveness	Independence	Potential	Status
Beauty	Efficiency	Individuality	Power	Strength
Boldness	Empathy	Innovation	Precision	Structure
Bravery	Empower	Insight	Presence	Story telling
Brilliance	Endurance	Inspiration	Professionalism	Style
Challenge	Energy	Integrity	Protection	Success
Change	Enjoyment	Intelligence	Pride	Support
Charity	Enthusiasm	Intensity	Productivity	Surprise
Collaboration	The environment	Intuition	Purpose	Sustainability
Community	Equality	Irreverence	Quality	Teamwork
Compassion	Ethical	Joy	Quantity	Timeliness
Calm	Excellence	Justice	Realistic	Tidiness
Candor	Excitement	Kindness	Reason	Time
Capability	Experience	Knowledge	Rebellion	Tolerance
Certainty	Experimentation	Laughter	Recognition	Toughness
Competence	Expertise	Leadership	Recreation	Tradition
Competition	Exploration	Lawfulness	Reflection	Tranquility
Courage	Expressive	Learning	Relationships	Trust
Contentment	Family	Love for yourself	Reliability	Truth
Contribution	Feminism	Love for others	Respect	Understanding
Consistency	Financial Security	Leisure	Responsibility	Uniqueness
Contentment	Freedom	Liberty	Restraint	Valor
	Friendship	Logic	Results	Victory
	Fairness	Loyalty	Reverence	Vigor
	Fun	Music	Rigor	Vision

## Team values with meaning

Value #1 \_\_\_\_\_

What is one behaviour that shows you are operating in alignment with this value?

What is one behaviour that shows you are operating out of alignment with this value?

What's an example of a time when your team's behaviours were fully aligned with this value?

Value #2 \_\_\_\_\_

What is one behaviour that shows you are operating in alignment with this value?

What is one behaviour that shows you are operating out of alignment with this value?

What's an example of a time when your team's behaviours were fully aligned with this value?

Value #3 \_\_\_\_\_

What is one behaviour that shows you are operating in alignment with this value?

What is one behaviour that shows you are operating out of alignment with this value?

What's an example of a time when your team's behaviours were fully aligned with this value?

## Showing up

We are both thoughtful and decisive.

We work to exceed expectations in every facet of our work.

We approach our work with a sense of possibility and positivity.

We take initiative rather than always waiting for direction.

We bring meaningful strategy and ideas to the team rather than “just following directions.”

We're prepared to offer our point of view to the team.

We practice integrity in all that we do by choosing to do what's right over what's, fun, easy, or comfortable.

We take ownership for adapting to the fast pace of our environment.

We take responsibility for infusing the culture with optimism (setting goals, finding pathways to achieve those goals, and demonstrating agency).

We take responsibility for our customer's experience.

We take responsibility for our community's experience.

We take responsibility for representing our values when communicating internally and externally.

Our verbal and written communication is concise, thoughtful, and effective.

## Asking for help

We ask for help when we need it.

We ask for what we need rather than blaming others or feeling resentful.

When we're overwhelmed, we ask for what we need.

We are willing to ask for what we need even if we might be judged.

When we're not clear about what's expected of us, we ask.

We don't judge others when they ask for help, or ask for what they need.

## Managing commitments to self and others

We don't over-commit.

We acknowledge when we can't follow through on a commitment.

We remain flexible.

We value play and make time for it.

We acknowledge that exhaustion and burnout prevent us from being full contributors to strategy, perspective, and creativity.

We hold ourselves accountable for our well-being rather than blaming others or feeling resentful.

## Having tough conversations, risk-taking, and decision making

We will stay aligned with our values when facing tough decisions.

We're willing to be courageous and talk about tough decisions.

We lean into difficult conversations, meetings, and decisions.

We take risks, even when the outcome is uncertain.

We're willing to put ourselves out there even if it means getting criticised.

We choose courage over comfort by facing difficult tasks and conversations rather than avoiding them.

## Developing emotional literacy

We're willing to talk about our emotions even if it feels awkward.

We manage our emotional reactivity in a productive way.

We recognise and manage our emotions during struggle.

We're able to recognise and name the emotions we're feeling.

We're able to reset after setbacks rather than staying stuck in emotion.

We talk about how we feel.

We are responsible for the energy we bring to situations so we stay positive.

We make sure the energy we bring into every room, meeting, or situation is aligned with our values.

## Working with others

We recognize and congratulate others on their good work.

We practice gratitude with our team and colleagues.

We make the time to do extra kind and generous things for our colleagues.

We stay out of comparison and competition with our colleagues.

We take responsibility for developing and maintaining professional relationships.

We set clear boundaries with others.

We extend the most generous interpretation possible to the intentions, words, and actions of others.

We are mindful of and respect other people's time.

We treat our colleagues with respect and compassion by responding when appropriate in a timely and professional manner.

We hold others accountable in a productive way.

We surface personal conflict versus pretending it's not happening.

We talk to each other and not about each other.

We have direct, honest conversations with people rather than talking about them to others, relying on back-channel conversations, or pretending that we agree in the name of “being polite.”

We only share information that is ours to share, and we honour confidentiality.

## Giving and receiving feedback

We give feedback in a respectful, constructive and daring way.

We receive feedback in a respectful, constructive and daring way.

We receive feedback in a way that is aligned with our Values.

## Resetting after setbacks, disappointments, and failures

We're able to reality-check the stories we tell ourselves during conflict/disappointment/setbacks.

We own our mistakes and discuss them in an open and honest way.

We take responsibility for our own recovery after a disappointment, failure, or mistake.

We circle back when there's a need for clarity or amends.

We're able to identify the key learnings in mistakes.

We work to embed the key learnings in the culture.

When there is a setback, failure, or disappointment, we're able to identify the key learnings and share them within the team and the organisation.

## Building trust

We choose to practice our Values rather than simply professing them.

We do what we say we are going to do.

We don't overpromise and we're able to deliver on commitments and balance competing priorities.

We own our mistakes, apologise, and make amends.

We respect professional boundaries, and when it's not clear about what's okay and not okay, we ask.

## Maintaining focus, clarity, and drive

Our deliverables are consistently on time and on task.

Our vacation/holiday handovers are thorough and reliable.

We show up to work and to meetings on time and well-prepared.

When we're running late, we notify our supervisor/any affected colleagues.

We understand all of our job responsibilities.

We take responsibility for closing skills gaps in order to perform our duties.

We understand the Purpose, Vision and Mission of our organisation.

We understand the focus areas, goals and priorities of the business.

We represent information and data accurately and completely.

We maintain effective working relationships.

We seek out and listen to customers' needs in order to develop ideas and solutions.

We respond to customers in a prompt, courteous and knowledgeable manner with thorough follow-up.

We communicate in a clear and honest way. Clear is kind.

We effectively express thoughts, feelings, and ideas verbally in individual and group situations.

We keep others informed on a timely basis.

We stay focused on the organisation's goals while setting clear goals and accepting accountability for achieving them.

We set short-term goals to drive progress toward longer-term goals.

We regularly engage in self-development activities.

We lead by example.

We keep ourselves and others focused on key performance indicators.

We invest time and resources to enhance the effectiveness of the team.

We implement initiatives that support development and performance improvement.

We recognise opportunities for process improvements and learn from mistakes.

We challenge or question the status quo or traditional way of doing things and are open to new ideas even when things are going well.

We manage complexity, contradiction, and paradoxes.

We are able to overcome resistance to change.

We maintain composure in a crisis and keep others focused and moving forward.

## Operationalising our top three values

Value #1 \_\_\_\_\_

- 1.
- 2.
- 3.
- 4.
- 5.

Value #2 \_\_\_\_\_

- 1.
- 2.
- 3.
- 4.
- 5.

Value #3 \_\_\_\_\_

- 1.
- 2.
- 3.
- 4.
- 5.