

EXERCISE ON VALUES

The aim of this exercise is to understand your organisation's values better. These insights will help to determine the direction and scope of the possible actions taken to improve energy at work.

Option 1 (if your organisation has a well-documented and clear mission, vision and strategy).

MATERIALS:

- Printed version of your organisation's vision, mission and strategy (1 per participant)
- Post-it notes and pens

TIMING: approx. 30 minutes

METHOD:

- Ask all participants to read your organisation's vision, mission and strategy (if these are sizeable documents, ask the participants to read these documents in advance). (5 mins)
- Ask all participants to list the recurring values they see in the vision, mission and strategy. Ask them to write each value down on a separate post-it note. (10 mins)
- Review the values together, and group them. (5 mins)
- Ask all participants to take a vote on the organisation's 3 most important values (by sticking or drawing a coloured dot on those values, for example). (5 mins)
- Conclude by listing the values that received the most votes. You can then bear these values in mind as you plan the route further. (5 mins)

Option 2 (if your organisation does not have a well-documented and clear mission, vision and strategy).

MATERIALS:

- Post-it notes and pens

TIMING: approx. 25 minutes

METHOD:

- Let all participants think about the core values in your organisation, and ask them to write each value down on a separate post-it note. (10 mins)
- Review the values together, and group them. (5 mins)
- Ask all participants to take a vote on the organisation's 3 most important values (by sticking or drawing a coloured dot on those values, for example). (5 mins)
- Conclude by listing the values that received the most votes. You can then bear these values in mind as you plan the route further. (5 mins)

Here are some tips on how to add some creative finishing touches to this exercise on values:

Note: Not everyone is open to these methods, so try to estimate your participants in advance.

1. Creative brainstorming with Lego

This method uses Lego bricks to present your organisation's values. You can use ordinary Lego bricks or Lego sets that have been specially designed for brainstorming (<https://www.lego.com/nl-be/seriousplay>). If you are using ordinary Lego bricks, make sure to introduce some variation and to add some figurines and accessories.

MATERIALS: Lego

TIMING: approx. 35 minutes

METHOD:

- Put all the Lego in the middle of a large table so that they are within easy reach of all participants.
- Ask all participants to build something that reflects why they like going to work. (5 mins)
- Ask all participants to explain what they have built and why. (5-10 mins)
- Now ask all participants to build something (to complement their previous construction) that reflects the organisation's core values. (5 mins)
- Ask all participants to explain what they have built and why. Try to work towards a joint construction by putting all the models together. (10 – 15 mins)
- Note: Make sure you take photos of the joint construction and make notes to explain the model so that the core values have been captured well.



2. Find your values with Dixit cards

Dixit is a card game in which the players choose cards (= dream images) that correspond to a title suggested by the "narrator". Each player tries to guess which card the narrator has chosen. In this exercise, the cards / dream images can be used as a creative representation of the organisation's core values.

MATERIALS: Dixit cards (there are 84 cards in the basic game)

TIMING: approx. 30 minutes

METHOD:

- Put the cards in the middle of a large table so that they are within easy reach of all participants.
- Ask each participant to select one or more cards that they feel reflect the organisation's core values. (5 – 10 mins)
- Ask each participant to explain why they chose their card(s). (10 mins)
- Summarise the values on post-it notes or a flip chart. (5 mins)
- Ask all participants to take a vote on the organisation's 3 most important values (by sticking or drawing a coloured dot on those values, for example). (5 mins)
- Conclude by listing the values that received the most votes. You can then bear these values in mind as you plan the route further. (5 mins)



3. "CRAZY 8" method

In this method, you ask the participants to draw 8 ideas in 8 sections in 8 minutes.

MATERIALS:

- An A3 sheet that is divided into 8 sections for each participant
- Pens / drawing pencils

TIMING: approx. 30 minutes

METHOD:

- Give each participant an A3 sheet that is divided into 8 sections and a pen or pencil.
- Ask each participant to draw different organisation values: 1 value in each section (10 mins)
- Ask each participant to clarify the different values they have drawn (10 mins)
- Summarise the values on post-it notes or a flip chart. (5 mins)
- Ask all participants to take a vote on the organisation's 3 most important values (by sticking or drawing a coloured dot on those values, for example). (5 mins)
- Conclude by listing the values that received the most votes. You can then bear these values in mind as you plan the route further. (5 mins)

