

## VALUES: STARTING THE CONVERSATION – A FEW SUGGESTIONS

Here are several suggestions for ways to begin the conversation around values in your organization.

### Idea #1:

1. Hold a series of discussion groups with residents, employees, your management team or board members. You might even consider a series of groups that integrate these various stakeholders.
2. Begin with your current list of values if you have one, or with the MHS Alliance values. Make them available to everyone in the group.
3. Take each value listed and ask the following:
  - a. Do you think you see this value reflected in our organization?
  - b. What actually occurs that reflects this value?
  - c. What behaviors do you think would reflect this particular value in your daily routine in relation to our organization?
4. After the above discussion, ask: Are there other values that your think of that we seem to hold dear by what we practice?

### Idea #2 (This approach was used at Sunshine Home):

1. This is primarily done with groups of employees.
2. Ask participants what values they think are most important to have in their daily work.
3. When or where have they seen those values displayed or practiced? What behaviors reflected the values the think are important?
4. Record these then reflect in the groups how these relate to what should be the overall values of the organization.
5. Have your board and management team reflect on the responses from employee groups.

### Idea #3

1. Find a list of values to give to a variety of stakeholders. An organization called the Barrett Values Centre ([www.valuescentre.com](http://www.valuescentre.com)) provides this type of process on a consultation basis. You can also, however, find lists of values on line. A couple of examples are [www.stevepavlina.com/articles/list-of-values.com](http://www.stevepavlina.com/articles/list-of-values.com) (you will have to edit this list as it is very long), or [www.timethoughts.com/goalsetting/ListofSampleValues.htm](http://www.timethoughts.com/goalsetting/ListofSampleValues.htm).
2. Have participants circle the ten values that are most important to them
3. Have participants circle the ten values they think are most important to their work, or that should be important in their workplace
4. Have participants circle the ten values they think are most reflected in their personal work
5. Have participants circle the ten values they think are most reflected in at their workplace/organization

After the information is compiled, conversation then proceeds in groups around the congruity, or lack thereof, between the lists and around what the values chosen mean to them or look like, or might look like in the workplace.