

Values Sharing & Prioritization ACTIVITY

Introduction

This worksheet helps your Navigation Team shape your culture and decisions about how to work together. By sharing personal values and individual ideas about which community and team values best reflect the type of group you want to be and the type of results you want to achieve, you are also building critical trust among yourselves. This activity can help your team quickly surface shared values and priorities.

Instructions

1. Initial Sort: (5-10 minutes)

Ask participants in your group to sort the following list or cards (*if you decide to make this more hands-on*) into three piles based on how they feel about their relation to the work you will do together:

- Very Important (VI)
- Somewhat Important (SI)
- Less Important (LI)

Encourage everyone to sort quickly without overthinking their choices.

2. Prioritization – Part 1 (5 minutes)

From the "Very Important" pile, ask participants to narrow down the choices to their Top 10, and then from those, their Top 5. These are the values that matter most to individuals *right now*.

3. Prioritization – Part 2 (5 minutes)

Post the results from Part 1 as a master list on a wall or flip chart. Ask all participants to vote for their top five from this new combined list using stickers, check marks, etc. The five (*or whatever final number you choose*) can serve as your team's shared values.

Core Values of The C.O.R.E. Guide



4. Reflection Questions (10-15 minutes)

Use one or two of the following questions to discuss the process and affirm commitment to the final list of shared values:

- What messaging and actions would demonstrate our accountability to these values?
- How do these values already show up, or not, today within the group and community?
- How should we communicate our values to those we would like to engage?

REMEMBER: There are no wrong answers – values can change by context. Emphasize "prioritization" instead of perfection. The values listed are in *The C.O.R.E. Guide* (pages 41-44) as well as additional sources that are often stated by community development groups. You can either use the checklist below or cut out the "cards" in this document. Just be sure everyone has a full list or a full set of cards to sort. This hands-on visual activity can be a fun and easy way to engage people of different generations and perspectives in a conversation that is often avoided due to its personal and emotional nature.

Common Values for Consideration - LIST

Mark each of the following with VI (Very Important), SI (Somewhat Important), or LI (Less Important). Then further sort according to the directions on the previous page until you narrow your choices to 5-7 values.

- | | | |
|--|---------------------------|---------------------------------|
| ----- Community Systems
Perspective /
Systems Thinking | ----- Respect | ----- Results / Impact |
| ----- Visionary Community
Leadership | ----- Stewardship | ----- Continuous
Improvement |
| ----- Resident &
Stakeholder
Focused Excellence | ----- Collaboration | ----- Sense of Place |
| ----- Valuing People | ----- Accountability | ----- Tradition |
| ----- Community Learning | ----- Dignity | ----- Growth |
| ----- Agility & Resilience | ----- Justice / Fairness | ----- Sustainability |
| ----- Focus On Success
& Innovation | ----- Accessibility | ----- Resilience |
| ----- Management By Fact | ----- Inclusion | ----- Conservation |
| ----- Mutual Societal
Responsibility | ----- Participation | ----- Preservation |
| ----- Ethics &
Transparency | ----- Equity | ----- Independence |
| ----- Delivering Value
& Results | ----- Empowerment | ----- Interdependence |
| ----- Social Connection &
Sense of Belonging | ----- Local Focus & Drive | ----- Thinking Ahead |
| ----- Trust | ----- Listening | ----- Integrity |
| | ----- Civic Engagement | ----- Responsiveness |
| | ----- Self-Determination | ----- Humility |
| | ----- Shared Ownership | ----- Other_____ |
| | ----- Action | ----- Other_____ |
| | ----- Effectiveness | ----- Other_____ |
| | ----- Efficiency | |
| | ----- Innovation | |

NOTE: If you choose to use the following cards for this activity, you can use the above checklist to record your core group's results of this activity.

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Common Values for Consideration - CARDS

Print, cut into separate cards, and share a full set with each participant.

Community Systems Perspective / Systems Thinking	Visionary Community Leadership	Resident & Stakeholder Focused Excellence
Valuing People	Community Learning	Agility & Resilience
Focus on Success & Innovation	Management by Fact	Mutual Societal Responsibility
Ethics & Transparency	Delivering Value & Results	Social Connection & Sense of Belonging
Trust	Participation	Responsiveness

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Respect	Equity	Sense of Place
Stewardship	Empowerment	Tradition
Collaboration	Local Focus & Drive	Growth
Accountability	Listening	Sustainability
Dignity	Results / Impact	Resilience
Justice / Fairness	Continuous Improvement	Conservation

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Accessibility	Civic Engagement	Preservation
Inclusion	Self-Determination	Independence
Effectiveness	Shared Ownership	Interdependence
Efficiency	Action	Thinking Ahead
Innovation	Humility	Integrity
Other -----	Other -----	Other -----