

BeTalent Values Card Sort

Team Exercise



You have recently completed the BeTalent Values card sort exercise and a number of people within your team may have also the opportunity to complete it. We have developed a team activity for you to facilitate within your team. This will engage your team to explore with you how they experience the team and work environment.

On an individual basis you may also wish to share you report with your line manager or a trusted colleague to gain their perception on your Values.

The Gift of Feedback Exercise

Time needed: Approx. 1 hour for a team of 5

Step 1: Ask your team members to consider the Values that they may have, what is important to them in their work life.

Step 2: For team members who were not able to complete the Values card sort, they need to then select their top five Values from the table below, keeping them secret from the rest of the group.

Values			
Accountable	Aspirational	Enthusiastic	Bold
Dependable	Encouraging	Socially Aware	Compliant
Integrity	Proud	Vigilant	Driven
Structured	Safe	Work-Life Balance	Visionary
		Culturally Inclusive	Entrepreneurial

Step 3: Taking one member in turn, ask the group to select the Value that they believe the individual displays and why they have made that selection. Once completed, reveal the personal select and observe how this might be similar – or different to that selected by the group.

Step 4: Consider the extent to which individual Values are known and utilized within the team and some of the below questions:

- *What are the similarities and differences in our Cores Values?*
- *How can we leverage our Core Values more as a team?*
- *How do these Values influence how we show up as a team?*
- *How do our values compare to our organisational values?*
- *Where are the potential areas of conflict?*
- *What impact might this have on the team?*