




Squiggly Careers PodSheets



How to talk about values in teams

A recap on what values are

-  Values are the things that motivate and drive us
-  Everyone has values and there are no right and wrong values
-  There are no work and home values – just your values.

Benefits of talking about values in teams

- Increased levels of empathy for each other and better understanding of behaviour
- You can spot points of connection and potential sources of conflict
- You can support opportunities to increase how much we can live our values at work.



“ Living into our values means that we do more than profess our values, we practice them. We walk our talk.

Brené Brown




4 ideas for action

- 1 Ask, answer and appreciate**
Asking people to reflect and share their answers to some curious questions can help everyone get to know each other better and appreciate each others differences.
 - 5 words that describe me
 - I work best when...
 - Come to me if you need help with...
 - I'm at my worst when...
- 2 High-low learning**
Sharing a high and low of your week can help people understand the things that motivate and drive you. *Doing this in pairs increases trust, understanding and empathy.*
- 3 Quarterly compass review**
Use a scale to talk about how fulfilled your values feel this week and to spot where you may need support.
eg. Sarah's values rated this week:
-Achievement 8/10 - Ideas 6/10
-Learning 7/10 - Variety 9/10
- 4 Filter your future**
Ask someone to 'hold up' your values as a filter so that you can think things through when you're making career development decisions. *They can help you by prompting and provoking your thinking.*

Coach Yourself Questions

-  What would be the benefit of talking about values in your team?
-  How could you start the conversation about values in your team?

Recommended resources

-  [More About me](#)
A tool to share with your team
-  [Increase your self-awareness with one simple fix](#)
TedX Talk by Dr. Tasha Eurich
-  [Discover your values](#)
Squiggly Careers episode #42