

Fostering a Values-Based Team

Team Exercise for People Leaders: [Worksheet 1](#)

To foster a healthy team culture that is better positioned to weather the tumult of the year ahead, designate time in a team meeting to complete this worksheet collaboratively with your team. Doing so will offer a better understanding of the values-related strengths your team can harness if the political and societal disruptions of 2024 begin to affect their ways of working — and the potential weaknesses the team needs to focus on shoring up today, before disruption occurs.

How do our values show up on this team? What do we do well in terms of living our values?

1

Why do you think this is?

2

Where do we have opportunities to improve the way we live our values?

3

Why do you think this is?

4

What questions do you have about our code of conduct and how it applies to our team?

5

What concerns do you have about how we interact on this team?

6

What should our top priorities be for improving how we live our values?

7

What gives you hope that our team is ready for whatever comes our way?

8



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Team Exercise for People Leaders: [Worksheet 2](#)

After completing Worksheet 1 in collaboration with your team, complete this worksheet to help synthesize what you've heard and identify a path forward.

What are the three most positive things our team is doing?

1

What are the three most concerning areas needing improvement?

2

What actions do we need to take to improve?

3

What support/resources do we need?

4

How will we know we are successful?

5

What is my plan to demonstrate to the team that we are working to address their concerns?

6

