

Values Clarification Tool

List All Values:			
<p>Core Values</p> <ul style="list-style-type: none"> • Who we truly are really are as an organization • Deeply held beliefs about life, people and the organization • Can't be changed or compromised • What distinguishes us from other organizations and ways of workings • Usually defined or introduced at the beginning of the organization and by the founder(s) 	<p>Aspirational Values</p> <ul style="list-style-type: none"> • Who we need to become or grow into in order to meet new challenges • The things we would like to have as values but aren't fully realizing in our organization • Must enhance and not dilute or contradict the Core Values 	<p>Basic Standards/Values</p> <ul style="list-style-type: none"> • Standards or values that all organizations should have as a basic foundation (teamwork, trust, respect) • Reflect the minimum ethical or behavioural standards necessary for organizational effectiveness • These don't distinguish you from any other organization unless you modify them with a higher standard or clearer understanding 	<p>Assumed Values</p> <ul style="list-style-type: none"> • Arise spontaneously within the organization based on common interests or personalities of the organization's employees/members • Not purposely cultivated by the leadership but allowed to materialize • Can create an atmosphere or inclusivity and belonging within the organization • Can also inhibit new opportunities or people from joining the organization
<i>We absolutely believe this to be true</i>	<i>We would like this to be true</i>	<i>Everybody should hold this to be true</i>	<i>We think this is true based on what we see</i>
<p>Questions to Ask:</p> <ul style="list-style-type: none"> • What do we hold to be absolutely sacred and fundamental to our organization? • Which values distinguish us from other organizations? • Which values have we already been living out and will continue to do so no matter what? 	<p>Questions to Ask:</p> <ul style="list-style-type: none"> • Which of the values still require some development and definition within our organization? • Which of these values will further enhance or clarify our core? • How will these values make our organization better? 	<p>Questions to Ask:</p> <ul style="list-style-type: none"> • Which of these values should be common for any effective organization? • How can we modify or enhance these values to more accurately reflect who we are? • Are these modified values now Aspirational or Core to us? 	<p>Questions to Ask:</p> <ul style="list-style-type: none"> • Which of these values reflect our personalities or common interests? • Is this a Core value or an Assumed value? • How will these values enhance the atmosphere within our organization? • How might these values hinder or negatively affect our organization?
List Core Values Here	List Aspirational Values Here	List Basic (or modified) Here	List Assumed Values Here