



## Experiment 13

# Align Your Team Values

### What makes you do what you do?

This value mapping tool enables you to describe the values embodied in your personal work and in the wider organization. Values are probably more influential than anything else in shaping what you do. They may be something you take for granted, that you believe is obvious, or

something you've never actually articulated or written down. Defined values can be very useful in trying to explain your work to colleagues and partners. Once team values are defined they can be shared; they act as a common reference point to simplify and speed up decisions, and ensure consistency in the work your team accomplishes.

### STEPS

- 1** Print a **value mapping template** for each team member (see Reference, page 99). Start by individually writing down on a piece of paper (or sticky note) what you feel is most valuable for yourself as well as your organization. Make sure each team member first makes a personal value map.
- 2** Place a wide range of values (ten or more) in each relevant field on the template. Swap them around until you feel they're in the right place. To focus your activities, place a maximum of five in the "always important" column.
- 3** Ask other team members to complete the same exercise. Once all templates have been defined, together you can establish which values are important to the organization as a whole.

### TIME

40 minutes

### ROLES

Collective exercise  
1 facilitator (optional – for introducing and guiding the exercise)

### MATERIALS

Value mapping template  
Sticky notes

### EXPERIMENTS IN ACTION: MADHYA PRADESH, INDIA

A technical support leader for the government health team in the Indian state of Madhya Pradesh identified that her team was stuck in a rut. They were resistant to change, yet exhausted by the day-to-day challenges of government protocol.

The technical support leader used the value mapping tool to identify core values on the individual and organizational level that could bring much wanted change to the way the system operated. The idea was to try "change management" so resources could be used to more productively deliver services to citizens.

The team drew up an annual work plan that covered human resource and organizational development dimensions. Compartmentalizing values into four neat boxes was easier said than done, but in reality the values overlapped on the individual and organizational levels. Although there were shifts in position, personnel, and policy, a common thread was detected.

After the exercise, outputs were shared with government partners, which helped pave the way for buy-in for upcoming health projects and needed systems changes.

### USE IT WHEN

- A change in management is underway that may affect your team dynamic, and you want to ensure that team members are aware of how changes may align (or not) with their individual values

### USE IT TO

- Expedite decision-making at critical moments by aligning on commonly agreed-upon values that work as guiding principles throughout your project



Reference: The DIY Toolkit (Nesta) Value Mapping Tool