

Values Team Discussion Activity

Purpose:

Engage your members of your team, school, college or unit in meaningful discussion about U-M's core values.

Recommended group size: 2+

Timing: 10 minutes or more, depending on size of group and number of questions chosen to discuss

Resources needed: None

Mode: In-person, remote or hybrid

Instructions: Review the university's six core values. Select questions to discuss with a team. Remember to encourage open dialogue, active listening and participation from all members of the group to ensure an inclusive discussion.

Introduction to Core Values:

- What does the term "core values" in the context of the U-M workplace mean to you?
- How would you describe the importance of having clear and well-defined core values for the organization?

Current Perceptions:

- How familiar are you with U-M's core values?
- In your opinion, how well do U-M's core values align with the work we do in our school, college or unit?

Personal Connection:

- Can you share a personal experience where you felt a strong connection to one of U-M's core values?
- How do U-M's core values resonate with your own personal values?

Alignment with Work:

- From your perspective, how do U-M's core values align with the day-to-day tasks and responsibilities of your role?
- Are there specific challenges you face in aligning your work with U-M's core values?

CORE VALUES:

Integrity • Respect • Inclusion • Equity • Diversity • Innovation

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Leadership and Core Values:

- How do you think leaders in our organization exemplify or fall short of U-M's core values?
- In what ways can leadership better communicate and reinforce the importance of U-M's core values?

Integration into Decision-Making:

- How often do you consider U-M's core values when making work-related decisions?
- Can you share an example of a decision where U-M's core values played a significant role?

Team Dynamics:

- How do you think U-M's core values influence teamwork and collaboration?
- Are there ways our team can better embody U-M's core values in our daily interactions?

Challenges and Opportunities:

- What challenges do you foresee in fully integrating U-M's core values into our work culture?
- Can you identify any opportunities for leveraging U-M's core values to enhance our work environment?

Measuring Success:

- What indicators or behaviors do you think would signify a successful integration of U-M's core values into the workplace?
- How can we measure the impact of U-M's core values on team performance and organizational success?

Training and Development:

- Do you believe additional education on U-M's core values would be beneficial for employees? Why or why not?
- What type of training or resources would help employees better understand and demonstrate U-M's core values?

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Continuous Improvement:

- How can we ensure that U-M's core values remain relevant and adaptive to changes within the organization?
- What mechanisms can be put in place for ongoing discussions and reflections on U-M's core values?

Inclusivity and Diversity:

- How can U-M's core values contribute to creating an inclusive and diverse workplace?
- In what ways can we ensure that all employees feel a sense of belonging within the framework of U-M's core values?

Future Aspirations:

- Where do you envision our organization in terms of living up to its core values in the next few years?

Action Planning:

- What practical steps can we take as a team to better demonstrate U-M's core values?
- How can we hold each other accountable for living U-M's core values in our daily work?

Do you have questions about this activity? Reach out to orglearningemail@umich.edu

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