

## Values Personal Reflection Activity

### Purpose:

Recognize how your values align with the university's core values

**Timing:** varies

### Instructions:

1. Review the [university's six core values](#).
2. Select a value and review the reflection questions.
3. Use the questions to explore how your values align with this core value.
4. Repeat step #3 for each value. You can complete all six at once or spread them out over time.
5. Consider reflecting on a different question daily, weekly or monthly and journaling your thoughts.

### Integrity

- What does integrity mean to you? How do you demonstrate it?
- Reflect on a situation where you faced a moral dilemma. How did you handle it? What did you learn from the experience?
- How can you align your actions with your values, even in challenging circumstances?
- In what ways can you promote integrity within your work?

### Respect

- What does respect mean to you? How do you show it to others?
- Reflect on a situation where you witnessed or experienced disrespect. How did it affect you?
- How can you foster a culture of respect in your workplace?
- How can you practice empathy and understanding toward people with different perspectives or backgrounds?

### Inclusion

- How can you create a more inclusive environment for others?
- Reflect on a time when you felt excluded or witnessed someone else feeling excluded. How did it impact you?
- What barriers exist in your workplace that prevent full inclusion? How can they be dismantled?
- How can you actively listen to and validate the experiences and perspectives of others?

### CORE VALUES:

Integrity • Respect • Inclusion • Equity • Diversity • Innovation



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### Equity

- What does equity mean to you? Why is it important?
- How can you recognize and challenge your own biases and privilege?
- Reflect on a situation where you witnessed or experienced inequity. How did it make you feel?
- What steps can you take to contribute to a more equitable workplace?

### Diversity

- How has diversity enriched your life and perspective?
- How can you actively seek out and engage with individuals from diverse backgrounds?
- What challenges or obstacles have you faced in embracing diversity, and how can you overcome them?
- How can you promote diversity in your workplace?

### Innovation

- How can you foster a mindset of innovation and creativity in your personal and professional life?
- Reflect on a time when you embraced an innovative approach to solving a problem. What were the outcomes? How did it impact your growth?
- What barriers or resistance to innovation have you encountered? How can you overcome them?
- How can you encourage and support innovation in others?

Do you have questions about this activity? Reach out to [orglearningemail@umich.edu](mailto:orglearningemail@umich.edu)

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