

Values in Action Activity

Purpose:

- Build on personal reflections to identify what the U-M core values can look like within a specific school, college, unit or team
- Encourage team members to brainstorm behaviors that reflect U-M values in action
- Identify which behaviors are currently practiced and where there are opportunities for change
- Collectively determine actionable ways to reinforce and promote the values

Recommended group size: 2+

Timing: 60 minutes

Resources needed:

In-person:

- The Defining Values with Behaviors Worksheet - one per person
- Pen/pencil - one per person
- Whiteboard or flipchart for capturing notes

Virtual:

- Digital copy of the Defining Values with Behaviors Worksheet

Mode: In-person, remote or hybrid

Instructions:

1. Divide your team into groups no larger than five participants.
2. Assign each group a core value to discuss. If needed, you can assign more than one value per group. If you have more than six groups, you can assign multiple groups to the same value.
3. Provide the Defining Values with Behaviors Worksheet to each participant. Individuals can follow along or write their own answers. For remote sessions, group facilitators can share the link or screen share the worksheet during the activity.

CORE VALUES:

Integrity • Respect • Inclusion • Equity • Diversity • Innovation

Values in Action Activity

Part One - In small groups - 20 minutes

1. Choose Roles: Each group should identify a scribe to record the discussion and a reporter to share the group's findings.
2. Discuss the Value: Ask groups to discuss their assigned value using the questions on their worksheet.

Part Two - In Large Group - Report Out and Debrief - 25 minutes

Bring all of the groups back together for a large group debrief and discussion.

What were the main takeaways from your discussion?

- Share your value and what it means to your group
- Share examples of behaviors your team has seen that represent the value
- Share one opportunity for change or improvement that can be implemented in the next 30 days

Were there any surprising or unexpected findings important to address or explore further?

Part Three - In Large Group - Wrap up - 10 minutes

Discuss as a whole group what next steps you can take to put the values into action.

Suggested questions for discussion include:

Based on what you heard what would be the one or two behaviors that we would like to

- Start doing?
- Stop doing?
- Continue doing?

What are our next steps to reinforce and promote the values and culture change within our team?

- Example: If we value innovation in our team, one way to encourage it is by setting aside regular time each week for "Innovation Hours." During this time, team members can explore new ideas or ways to improve our work. We could also create a board where everyone can share innovative suggestions or solutions for our projects.

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

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