**Company Culture**

**Values Worksheet**

**Exercise and Discussion**

*From the list of values, select the 5 that are most important to your company*

*You can add to the list if needed. Keep in mind:*

* *This is for you, about you and your company*
* *You are describing what is important to you and your employees*
* *Doesn’t have to mean the others aren’t important to you, or that someone else is wrong if they choose it*

|  |  |  |
| --- | --- | --- |
| Accountability  Achievement  Adaptability  Advancement  Adventure  Affection  Authentic Communication  Balance  Beauty  Change and Variety  Close Relationships  Collaboration  Commitment  Communication  Community  Compassion  Competence  Competition  Challenge  Courage  Creativity  Decisiveness  Democracy  Dependability  Direction  Education  Effectiveness  Efficiency  Empowerment  Enthusiasm  Excellence  Expertise  Faith  Family | Financial Stability  Flexibility  Forgiveness  Formality  Freedom  Friendliness  Friendships  Generosity  Growth  Happiness  Health  Honesty  Humility  Humor/Fun  Independence  Influencing Others  Informality  Inner Peace  Interdependence/Collaboration  Invention  Justice  Kindness  Knowledge  Leadership  Learning  Love  Loyalty  Meaning  Meaningful Work  Mercy  Moderation  Oneness  Order  Ownership | Patience  Peace  Personal Development  Pleasure  Power and Authority  Privacy  Protection of Environment  Quality  Recognition  Relationship Building  Reliability  Religion  Reputation  Respect  Responsibility  Sacredness of Life  Security  Self-Discipline  Self-Identity  Self-Reliance  Sensitivity  Service  Spirituality  Stability  Status  Support  Time Freedom  Trust  Truth  Unity  Unselfishness  Validation  Wisdom  Worth |

**Company Culture**

**Values Matrix**

Are they living our values?

|  |  |  |
| --- | --- | --- |
| Performance | High Performance  Low Values  *(Invite them to Leave)* | High Performance  High Values  (Winner!) |
| Low Performance  Low Values  (Invite them to Leave) | Low Performance  High Values  (Find a Spot - Train Them!) |
| Values | | |

**Culture and Values**

**Culture and Values Exercise:**

*After selecting your values, chart your employees on the Values Matrix.*

* Do you have any Prima Donnas?
* Does anybody need to be invited to leave?
* What employees need training to move to a different quadrant?