**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*

|  |  |  |
| --- | --- | --- |
| AccountabilityAchievementAdaptabilityAdvancementAdventureAffectionAuthentic CommunicationBalanceBeautyChange and VarietyClose RelationshipsCollaborationCommitmentCommunicationCommunityCompassionCompetenceCompetitionChallengeCourageCreativityDecisivenessDemocracyDependabilityDirectionEducationEffectivenessEfficiencyEmpowermentEnthusiasmExcellenceExpertiseFaithFamily | Financial StabilityFlexibilityForgivenessFormalityFreedomFriendlinessFriendshipsGenerosityGrowthHappinessHealthHonestyHumilityHumor/FunIndependenceInfluencing OthersInformalityInner PeaceInterdependence/CollaborationInventionJusticeKindnessKnowledgeLeadershipLearningLoveLoyaltyMeaningMeaningful WorkMercyModerationOnenessOrderOwnership | PatiencePeacePersonal DevelopmentPleasurePower and AuthorityPrivacyProtection of EnvironmentQualityRecognitionRelationship BuildingReliabilityReligionReputationRespectResponsibilitySacredness of LifeSecuritySelf-DisciplineSelf-IdentitySelf-RelianceSensitivity ServiceSpiritualityStabilityStatusSupportTime FreedomTrustTruthUnityUnselfishnessValidationWisdomWorth |

**Company Culture**

**Values Matrix**

Are they living our values?

|  |  |  |
| --- | --- | --- |
| Performance | High PerformanceLow Values*(Invite them to Leave)* | High PerformanceHigh Values(Winner!) |
| Low PerformanceLow Values (Invite them to Leave) | Low PerformanceHigh 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?