



The Packer Group Value-Cards Facilitation Tips

Overview: This lively and engaging exercise is designed to engage teams, cross-functional departments, or training classes into a discussion about personal values. This exercise is multifaceted. It can be high-level and therefore used as an ice-breaker or team building. But the exercise was originally developed to explore a much deeper application both personally and within organizations. For additional application visit www.thepackergroup.com/valuecards.

Facilitation Tips

Facilitating the value cards exercise can be fun and exciting but at the same time difficult and occasionally emotional. Over the years, we have distributed over 200,000 decks of value cards and have witnessed a variety of reactions. Most people enjoy the discovery process of learning more about their values and then discussing with colleagues. Others have found the exercise taxing and very emotional for a number of reasons. Regardless, be prepared for a variety of reactions.

- **Instructions:** When giving instructions make sure participants consider their own values, not a friend's, a family member's, their organization's, their boss's, etc. As the sorting narrows, give the participants some assistance by stating top values should be real and not aspirational. Core values need to reflect their current life. While aspirational values should be something they are striving towards.
- **Don't Rush:** The instruction sheet indicates 15 minutes for the exercise. But the discussion, team application, and organizational values overlay will take more time. Allow table discussions to continue as long as you feel the conversation is flowing. During the sorting process there will be people lagging behind – be patient and encouraging as they finish.
- **Share:** The exercise is best conducted when 3 to 5 people can discuss (see steps 3 & 5 in the instructions). However, some training classes like to hear from everyone in the room – especially if the participants frequently work with one another. In a class size of 15-20 you may decide to flip chart everyone's top 3 values. Training classes sometimes ask the instructor to share his/her values. So be prepared to share your top values, but not until the end.
- **Expect Questions:** Some people take the exercise very lightly while other will take it very seriously. If participants have not been through an exercise like this before, expect questions – especially from those who are really struggling in the sorting process. Explain there is no correct answer – only what matters to that person.

Additional downloads are available at www.thepackergroup.com/valuecards
Discussion Questions, Team-Based Application, Facilitation Tips

The Packer Group specializes in: Leadership Training, Team Development, & Executive Coaching

For information please contact at **877-859-4073** or visit us at www.thepackergroup.com