



## **The Packer Group Value-Cards Team-Based Application**

**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. This can be a high-level and therefore used as an ice-breaker or team building. But the exercise can also be used to explore a much deeper application both personally and within organizations. For additional application and facilitation tips visit [www.thepackergroup.com/valuecards](http://www.thepackergroup.com/valuecards).

### **Team Based Application**

If you are conducting the values exercise with an entire team / department, there are several applications to help the team work better together.

- **Deeper Relationships:** Most workplace conversations that happen in a team setting are surface level conversations. Whether the topics are professional or personal it's hard to break beyond the surface. The value cards exercise when conducted in a team setting can be a great way to deepen relationships – even in a corporate culture where people feel they know each other well.
- **Trust:** When team members openly share their values in a safe environment - where people are listened to and not judged – the conversations are rich. One of the ways to pursue a more trusting team environment is when team members are vulnerable with each other (see Patrick Lencioni's book, *The Five Dysfunctions of a Team*). Discussing personal values in a work setting with work colleagues requires a degree of vulnerability. Being vulnerable with team members means openness, transparency, not covering-up, and not concealing.
- **Organizational Values:** If the organization does not have established values, this exercise can start the process. Look for overlap in values amongst those who participated in the exercise. What values stand out? If the organization does have established values, then the team should discuss the overlap (or lack of overlap) between corporate values and personal values. Is there a correlation in job satisfaction when there is an overlap? There are several methods to conduct an organizational values discussion, most of which are deep, lengthy, and quite often boring. The value cards exercise makes it more personal so people have greater buy-in.
- **Motivation / Recognition:** Motivators are different than values. Motivators can change overnight, but values are typically for the long haul. However values can be great motivators. When employees make sacrifices that encroach on their personal values, leaders not only need to be aware, but they also need to acknowledge the sacrifice. Conversely, when leaders can align assignments, projects, interactions, etc. with a team member's values that can lead to greater levels of commitment.

Additional downloads are available at [www.thepackergroup.com/valuecards](http://www.thepackergroup.com/valuecards)  
Discussion Questions, Team-Based Application, Facilitation Tips

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

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