

## How to Create a Shared Vision: A Values Audit

A values audit identifies the shared values of the team to create a shared vision. This activity is designed to help your team envision the possibilities for the future and agree on the behaviors and actions that will get you there.

**Materials Needed:** Organizations Mission Statement, Organizational Values, index cards, sticky notes, flip chart paper, markers, and pens.

### Step One: List Values

Using the organization's mission statement and/or organizational values, make a list of the organizations values, using only key words such as trust, respect, fun, etc. Then, label a piece of flip chart paper or index card with each value; if you have six values, you'll have six pieces of paper or cards.

### Step Two: Brainstorm Behaviors

For each value, brainstorm the various ways members of the team or the organization has demonstrated (behaviors, accomplishments, etc) this value. Identify positive examples first, then examples where the individuals or the group may struggle with living out the value. List the examples on the flip chart or index card.

*Note: This step does not require agreement so if there is disagreement about what is done well and what isn't, that is okay.*

Depending upon the size of the group, you can either break up into small groups, one group for each value. Or do it as a large group in rounds, one round for each value.

### Step Three: Create a Shared Vision

In this final step, the team must ask the following questions and use the answers to create a shared vision.

1. How can we build on the areas where we do really well?
2. How can we improve upon the areas where we struggle?