



# IO2. Task 2.2

## Work slowly, work better

### Training toolbox

#### Care for values - Interpersonal





## NAME OF THE TOOL: Values aligned

### ORGANIZATION AND COUNTRY: Indepcie, Spain

Online  Face to face

#### Overview (What I am going to learn?):

If a company, its management and staff share the same values, then success will be much easier to achieve. This activity will allow us to know if these values are aligned.

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#### Objective (What am I going to learn it for?):

The aim of this dynamic is to find out what values are shared by the company, management and staff, and to see to what extent they bring the organisation closer to success.

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#### Materials:

Pen or pencil and paper

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#### Time:

Between 30 and 45 minutes

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#### Target group:

Workers and employees of a company, especially in SMEs

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#### Instructions for facilitators

This activity should be carried out in a group, with as many participants as desired, both indoors and outdoors.

#### Tasks and procedure

A good way to find out if the values of the company, the managers and the employees are aligned is to directly ask the parties involved.

1. Allow about 15 minutes for each attendee to write down the five values they feel are most important to the leader or manager, the five most important to the attendees and the five most important to the company.
2. Once everyone has done their part, the lists of values are compared to discover and discuss those that are really shared and those that differ between the three groups. The discussion can take up from 20 to 30 minutes.





### **Adaptation to online implementation**

This activity can be easily adapted online. The facilitator and participants will need a computer, a good internet connection and a platform such as Zoom or Google meets to run the session. It would be ideal to remind participants to mute their microphones when a colleague is speaking to avoid disturbing noises and to respect the speaking time.

### **Connection with the skill**

It is very important that the company and its employees share the same values, especially in SMEs, as their value corresponds to the value of all the people who work there. If the company and the employees have different values, the relationship does not work. As a company evolves, values can change and it has to make sure that everyone identifies with these new values.

### **Conclusion and evaluation**

At the end of this activity, participants will have done a reflection exercise on their values and those of the company. This will help them to see if they share the same values, if they are different or if they have changed. This will be very beneficial for both the company and the employees, because if they realise that their values are not aligned, they will take appropriate measures to go in the same direction.





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