



IO2. Task 2.2

Work slowly, work better

Training toolbox

Care for values - Interpersonal





NAME OF THE TOOL: What I love to do

ORGANIZATION AND COUNTRY: Indepcie, Spain

Online Face to face

Overview (What I am going to learn?):

Participants will learn to identify their values and priorities and realise whether what they do is in line with their values or whether they need to make changes.

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

To raise participants' awareness of their values.

Materials:

Pens and paper

Time:

Approximately 1 hour

Target group:

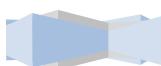
Workers and employees of a company

Instructions for facilitators

To carry out this activity we must divide the participants into groups of 5 or 6 people. This activity can be carried out both indoors and outdoors as long as we have enough space and it is a quiet place.

Tasks and procedure

1. The facilitator asks everyone individually to reflect on what things they love to do and list them from 10 (I like the most) to 1 (I like the least). This part will take up to 5 minutes.
2. In groups of 5 or 6 people, members are asked to express their values. This activity will last about 15 minutes. These questions can be used to guide the discussion:
 - Do I value what I do and do what I value?
 - Do I share my opinion in public when I have the opportunity?
 - Did I choose this option from a range of alternatives?
 - Did I choose it after considering and accepting the consequences?





- Did I make the decision freely?
 - Am I consistent between what I think and what I say?
 - Do I usually act in the same way on different occasions?
3. After the reflection in subgroups, the facilitator will lead a discussion with the whole group for about 15 minutes in which the following questions should be considered:
 - What was the reaction of your peers when they saw that your tastes are different, did you feel respected?
 - Did you feel criticised?
 - Did anyone try to change the tastes of others by bringing them closer to their own?
 - After the discussion in subgroups, did you change your opinion about any of your tastes?
 4. After the exercise, the facilitator will give participants 10 minutes to analyse their answers and draw conclusions individually. Participants will be able to differentiate between 4 to 8 values and priorities that are important to them. If they find many more, they can see if some are related to each other and can be grouped together.
 5. Participants will then have 5 minutes to reflect on how much time they spend on these priorities and how much energy and commitment they put into them. They can use percentages to do this.
 6. Finally, the facilitator will give participants another 10 minutes to answer these questions if they are not happy with the result:
 - What would you need to stop doing?
 - What would you need to start doing?
 - What would you need to keep doing or increase?

Adaptation to online implementation

This activity can easily be done online. The facilitator and participants will need a computer, a good Internet connection and a platform such as Zoom or Google meets. The facilitator will need to create one virtual room per group for part 2. The rest of the parts will be done in the same virtual room with the whole group. It is important to remind participants to respect the speaking time and to mute their microphone when the whole group is in the same room to avoid disruptive noises.

Connection with the skill

Values generate emotions such as joy (if things go according to our values), anger (when our values are not met) and guilt (when we do not act according to our values). Knowing our values is important for our personal satisfaction and future career development.





The decisions we make are a reflection of our values and beliefs. Taking them into account benefits both us and the company we work for as we will be happier and more productive.

Conclusion and evaluation

Values are guidelines and priorities that enable us to make decisions. The more coherence there is between our actions and our values, the more personal satisfaction we will have.

Acting according to our own values influences our own self-esteem, as it allows us to make decisions based on what we want and value, we do not act according to other people's priorities.

With this exercise participants will find out which values are important to them, what their priorities are and whether there is consistency between what they want and what they do.





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