

Values Bridge Roundtable – Facilitation Kit

For: Duck + 4 Leaders • Duration: 75 minutes • Format: Roundtable Goal: Convert personal values (from Suzy Welch’s Values Bridge) into clear behaviors, decisions, and 2-week commitments.

Quick Agenda (75 min)

1) **Open & Frame** (5) 2) **Personal Shares – Values in Action** (20) 3) **Bridge the Gap – From Value → Behavior → Result** (20) 4) **Decision Lab – A Real Choice on the Table** (15) 5) **Peer Contracts – One Ask / One Offer** (10) 6) **Commit & Close** (5)

House Rule: Speak from your own data. Be brief, be kind, be useful.

1) Open & Frame (5 min)

Script: “Today we’re turning our Values Bridge results into operating behaviors. The test: could a teammate see your values by how you act and decide next week?” - Why values? They reduce decision latency, prevent drift, and build trust. - Expectation: Honest shares, practical moves. No therapy, plenty of clarity.

Prompt to room: “Name the value you want more visible in how you lead this quarter—one word.”

2) Personal Shares – Values in Action (20 min)

Round-robin (4–5 min each): - My top **3 values** (from my Values Bridge). - **Story:** A recent moment when I honored one of these values (what happened, what I did, what changed). - **Friction:** Where that value is currently hard to live at work.

Coach nudges: - “Make it observable: what would a camera see?” - “What did honoring that value *cost* you?”

Capture on board: For each person, write *Value* → *Behavior* keywords.

3) Bridge the Gap – From Value → Behavior → Result (20 min)

Mini-exercise (solo 5, discuss 15): Use the worksheet below. - Choose **1 value** you want to operationalize in the next **2 weeks**. - List **Start / Stop / Continue** behaviors that would make this value visible. - Link each behavior to a **specific outcome** (metric, milestone, or stakeholder feedback).

Group share: Each leader reads **one Start** behavior and the linked outcome. Teammates can add “+1” or “tighten it” suggestions.

Facilitator prompts: - "Where's the smallest viable behavior change that still moves the needle?" - "Who will notice first if you do this well?"

4) Decision Lab – A Real Choice on the Table (15 min)

Setup (2): Each person names a **real decision** due within 2 weeks (hiring, pricing, priority tradeoff, client stance). **Pair work (8):** In pairs, run the decision through values filters: - Which **value(s)** apply? - What **principle** follows from that value? - What is the **courageous action** consistent with the principle? - What **risk** are you accepting by choosing the values-consistent path?

Report out (5): Each pair states decision → value → action. Others only offer **one sentence** of refinement.

5) Peer Contracts – One Ask / One Offer (10 min)

Each person makes **two short contracts** with the group: - **One Ask:** A concrete request others can fulfill in 2 weeks. - **One Offer:** A helpful action you'll take for the team in 2 weeks.

Write them down, assign names, and set check-in dates.

6) Commit & Close (5 min)

Each person declares: - **My 2-week headline:** (e.g., "Say no to two non-essential initiatives.") - **My proof:** How we'll know you did it (metric, artifact, or testimonial).

Duck's closer (optional): "We'll revisit these in two weeks. Values aren't wall art; they're the rules of our best game."

Participant Worksheet (Print one per person)

Name: ___ Date: ___

A) My Values Snapshot

- Top 3 values from my Values Bridge: 1) __ 2) _ 3) ___
- Moment I lived one value recently (3 bullets):
- Context:
- Behavior I chose:
- Result:
- Current friction (where this value is hard): _____

B) Bridge the Gap (2-week focus)

Chosen value: _____

Start (one small new behavior): - ____ **Stop** (a habit that undermines the value): - ____ **Continue** (a behavior to double down on): - ____

Outcome link (make it measurable): - Metric/Milestone/Feedback you'll use: ____ - **Who will notice first:** _____

C) Decision Lab (real choice due in 2 weeks)

- Decision: _____
- Value(s) that apply: _____
- Principle (short sentence): _____
- Courageous action (what I'll do): ____
- Risk I accept by choosing this path: _____

D) Peer Contracts

- **One Ask:** _____
Who will help? ____ By when? ____
- **One Offer:** _____
For whom? ____ By when? ____

E) My 2-Week Headline & Proof

- Headline (values-in-action): _____
- Proof (how we'll verify): _____

Pre-Work Email (copy/paste)

Subject: Tomorrow's Roundtable – Bring your Values Bridge

Team,

Tomorrow we'll translate our Values Bridge results into next-two-weeks behaviors. Bring your top 3 values and one real decision you're facing. Expect practical, candid, and fast.

Time: [insert] • Location: [insert] Prep (10 min): 1) Circle the value you want **more visible** this quarter. 2) Jot one recent moment you honored a value (3 bullets). 3) Identify one decision due in the next 2 weeks.

Short, sharp, useful. – Duck

Materials Checklist

- Print: 1 worksheet per person + 2 spares.
 - Whiteboard or shared doc for Value → Behavior captures.
 - Timer. (Values love boundaries.)
-

Follow-Up (schedule now)

- 15-minute “values-in-action” check-in **two weeks** from now.
 - Bring: evidence of your headline + whether the outcome moved.
-

Optional Variations (if time flexes)

- **Speed round (10 min):** Everyone rapid-fires one Start behavior; group gives thumbs-up/down for clarity.
- **Stakeholder lens (10 min):** Re-run Decision Lab from the customer’s values.
- **Silent write (5 min):** If discussion heats up, 3 minutes silent, then share 1 line each.

— This kit turns personal values into team performance levers. Keep it human, keep it measurable, and keep it moving.