



CORE VALUES WORKSHEET

What Are Core Values?

Core values statements are terms and definitions at the heart of an organization's culture. They determine how people within the organization should work together and how they relate to others including clients, vendors, funders, and others.

For example: *Stewardship: We honor our heritage by being socially, financially, and environmentally responsible - Goodwill Industries*

Exploring Our Values:

Core values underlie our work, how we interact with each other, and which strategies we employ to fulfill our mission. They are not "aspirational" in nature, instead, they are the practices and beliefs we uphold every day in everything we do.

Brainstorm a few of your organization's beliefs/values here:



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Defining Our Values:

From the list you've generated, choose three values (to start) that everyone in the organization feels best reflect the character of your organization:

For each, write one sentence which explains what the value means and how the value is important for your organization. For example: *Empowerment: We provide an environment in which everybody is encouraged to realize their potential and capacity.*

1. _____

2. _____

3. _____

Our Values In Action:

Given that values guide our behaviors, take it one step further by evaluating how values are operationalized. With your team (staff, board members, volunteers), discuss ways in which you have noticed these values in action. Think of at least two examples for each value and make a note of them.

Value #1:

Value #2:

Value #3:

Other ways to align behaviors and actions with organizational values:

- Include a short values discussion in all regular meetings: ask people to share examples they have been aware of during the previous week/month.
- Include core values in job postings, interviews, and performance evaluations.
- Make these values visual! Post around the office to serve as constant reminders.



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