|  |  |
| --- | --- |
| 1. **NAME** of the resource / tool | **Defining Core Values\_Exercises** |
| 1. **WHAT** is the purpose of the resource / tool? | A *value* is a belief that guides your choices and actions. This set of resources is designed to assist members of community groups in defining both their personal and collective core guiding values. |
| 1. **WHO** developed the resource / tool? (If it was adapted from an existing document, please include a citation for the original source.) | Kara Coleman adapted these materials from the Core Values Exercises published by The Innovation Center in *Collective Leadership Works*. |
| 1. **HOW** should the resource / tool be used? 2. *What circumstances are ideal/appropriate?* 3. *By whom and when?* 4. *Is a particular skill set or special preparation needed?* | These resources are most applicable to community groups that are in the process of developing or updating a Statement of Values, which serves as a guide for all group decision making and shared expectations regarding member/partner conduct.  Icebreaker Activity: What Are Your Core Values? – Helps prepare participants for deeper group exploration by supporting a brief introductory exploration and sharing of one’s core personal values. Intended for small breakout groups.  Identifying Community Partnership Values – Provides facilitation guidance for a community café-style conversation that builds on the exploration of core personal values by asking participants to identify and rank Core Partnership Values for their group/community change initiative.  Aligning Action and Values: After members identify and rank Core Partnership Values, this worksheet can be used to support them in defining them in their own words. Their feedback can then be utilized to draft a Values Statement for review, editing and approval. (Please note, the values listed are based on a specific Best Start Community Partnership and can be modified, as needed.)  Identifying Your Core Values: Group Member Exercise – This is a more in-depth exploration of core personal values that is directly based on one’s experience as a group member. This exercise can be used:   * To support general leadership development. * As a journaling exercise. * As a team and relationship building exercise. * As an educational and grounding precursor to seeking broad input regarding group values. (As an example, Best Start Compton-East Compton’s Governance Work Group participated in this exercise as preparation for using the above tools to solicit Values Statement input from the Leadership Group and full partnership.)   Recommended Skill Set & Preparation:  For facilitators who support related planning discussions,   * Strong facilitation skills and appropriate modeling of ethical/values-based conduct * Familiarity with the exploration and articulation of core values and ethics is recommended. |
| 1. **WHY** is this resource being recommended? (What makes is especially effective or useful for community-based work?) | Core values are the essence of a group or organization’s identity. They are deeply ingrained principles, beliefs and philosophies that support a collective vision, shape its culture, serve as the foundation for all decision making – including chosen goals, strategies, and partners. |