Chapter	6
Activity name	What do you value
Version	1.0
Activity Objective	Your values will be evident in your business even if you have not made them explicit. This activity is intended to raise more awareness about your values. It also underscores that the values need to be seeded by the owners. You want a stable culture and chaotic values lead to chaos.

Activity Instructions

The Above the Line/Below the line model can inform us here. What behaviours in other people drive you above the line to be creative and energetic? In short, what floats your boat? What behaviours in other people drive you below the line? What makes you angry, anxious or low energy? In short, what upsets you? It is also wise to think about values that are important when engaging customers.

Value structure

[Verb statement goes here]	
Value story	
Description	• Question 1 • Question 1 • Question 1

Value example

This is an adapt value. This value seeded by the owners.

Maximise Trust	
Description Trust and psychological safety are fundamental to building high-performing teams and contributing to a successful society. We work hard on building trust so our people can be authentic with each other. Our commitment to maximising trust is in our DNA and guides how we behave with each other, our customers and our eco-system.	• *Am I saying what I need to say to my team members?* • *Do I have the courage and security to speak up and share what I am thinking?* • *Do I share problems so we can find solutions?* • *Do I contribute to team surveys, CVTs and conversations openly and honestly?* • *Am I honest about my workload, my career plans and my personal needs?* • *Do I create an environment that encourages my team to question and challenge what we do? Do I respond to the needs and concerns of my team?*

