

## **Check the Fit**

Does your organization have a published set of values? If yes, take them out and look at them. If not, there may be a set of values that is lived out anyway. For instance, you may observe that whenever something needs to be done, individuals go off to their own cubicles or offices and work alone. This implies that the organization values individual achievement as compared to teamwork and collaboration.

What are the values in your organization?

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If you are not clear about your organization's values, what can you do to get clarification?

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Think about how your values relate to the organization's values. Where is the alignment? Where do your values and the organization's values appear to conflict?

**Personal Value**

**Organization Value**

**Alignment (Yes/No)**

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**If there is alignment, move on and select your actions.**

There are conflicts. I will do the following to resolve them:

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As a final step, produce a one-page team credo articulating the principles that will guide the entire team. Post this credo in a prominent place so that the values are visible to everyone.

### **Select Actions**

To help you make your values work for you, start thinking about what actions need to be taken. Demonstrate how you are going to make these values come alive and work for you and your team.

<b>Value</b>	<b>Action I will take</b>
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### **Implications**

What have you learned about yourself as a leader?

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What else do you need to do?

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