

# Value Cards

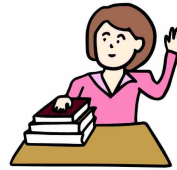
Explore your and your team's values together



Autonomy



Responsibility



Honesty



Knowledge

# *Message in a bottle*

My name is Viktor Cessan and I'm the creator of Value Cards. The idea behind Value Cards was born when I worked with a management team that struggled to make use of its rich diversity. To collaborate better the team members needed to increase their self-awareness, but we lacked a suitable framework that would provide structure and a safe space. We needed a method to explore our similarities and differences and discuss difficult subjects openly and freely. That is how Value Cards came to be.

My hope in making Value Cards available to a wider audience is that people will realize how much they have in common, how everyone has something unique to offer, and how opening up to differences in values and perspectives will make them more capable as individuals and as teams.

If you have any questions or feedback, or if you'd like to share your experiences with using Value Cards, please reach out to me at [viktor@cessan.se](mailto:viktor@cessan.se). I'd love to hear from you!

[www.viktorcessan.com](http://www.viktorcessan.com)

# What are Value Cards?

Value Cards is an exercise suitable for individuals and teams. It helps us see people's values and creates a safe space in which participants can explore their values, what behaviors their values shape, what they have in common with other people, and how their values potentially clash with other people's values.

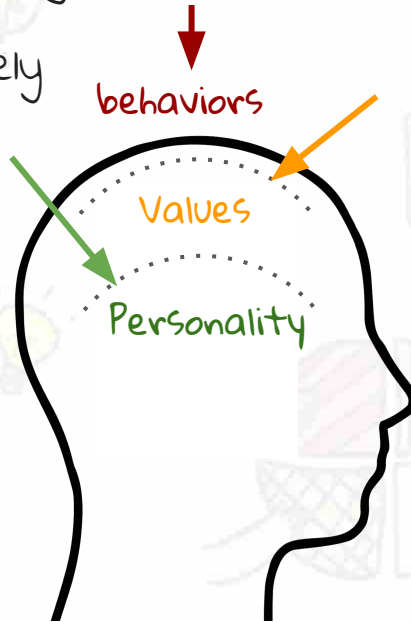
If you're a Professional Coach, Agile Coach, Scrum Master, HR Professional, or Manager you might find Value Cards useful when helping people or teams to develop themselves.

Remember, the goal with Value Cards is not to get the team to agree on a common set of values. It's about helping teams inventory their values and helping them explore how to relate to and make the best use of their unique and diverse set of values.

# Why explore values?

our **behaviors** are shaped by our personality and our values. when we learn more about our values, we strengthen our ability to choose the behaviors that will best help us navigate the situations we face.

**Personality** is the unique and relatively stable pattern of feelings, thoughts, and behaviors that we display.



**values** express our life goals and are similar to personality traits in that they are relatively stable over time. They aren't visible directly, and we're often not consciously aware of them.

# Facilitation guide

1. Hand out one full deck of cards to each participant.
2. Ask everyone to divide their decks into two piles: things that are important to them and things that are NOT important to them
3. Next ask everyone to divide the "important"-pile into two new piles: values that are more important and values that are less important.
4. Finally, ask everyone to select the 5 most important values from the "More important"-pile.
5. Ask each team members to present which values they selected and why.
  1. If you have the time open up for a discussion after each participant has presented their values. (timebox to 10 minutes per participant).
  2. If you don't have time ask one or two questions yourself to the presenter. Follow your intuition and ask questions based on what you personally are curious about. Your questions will help both the presenter and the group to learn about themselves.
6. Once everyone has presented, ask some elevating (powerful) questions.

# Example questions

Facilitator questions / inquiring questions to presenters

1. How do your values manifest themselves in behaviours?
2. Which of your values help you as a leader the most, and why?
3. How have your values evolved over time, and why?
4. What values do you think you'll have in 10 years?
5. When you're working with your peers. How would they know that these are your most important values?

Elevating questions

1. What did you learn about yourself and your team?
2. What surprised you?
3. What are your takeaways?
4. What advice do you have for yourself or the group?
5. Which values are conflicting and how can you deal with that?

# Practical tips

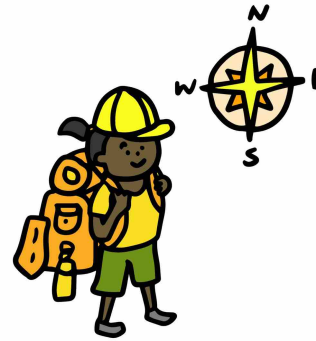
1. Don't streamline definitions. If someone asks what the exact meaning is for a specific value, tell them that it means whatever it means to them and that they should share what it means to them.
2. Book 2-3 hours depending on the size of the team. The first sorting takes about 15 minutes, the second and third sorting takes about 5-10 minutes, and presenting takes about 10 minutes per person.
3. Remind people that if they're missing specific values they can use the blank cards.
4. Allow people to select 6 cards if they struggle with selecting 5. However set the limit at 6. If you allow 7 cards it will quickly escalate to 8 cards and then to 9 cards and so on.
5. If the team is putting up their value Cards on a whiteboard, don't cluster similar value Cards. Instead celebrate individuals the way they are and shape your conversations around similarities and diversity.



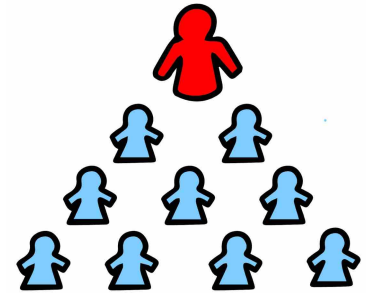
Truthfulness



Success



Adventure



Authority



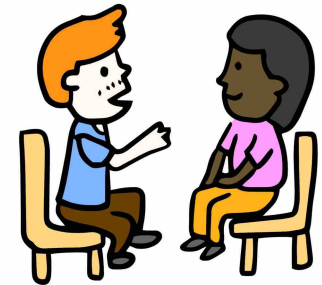
Autonomy



Action-oriented



Boldness



Coaching



Compassion



Challenge



Community



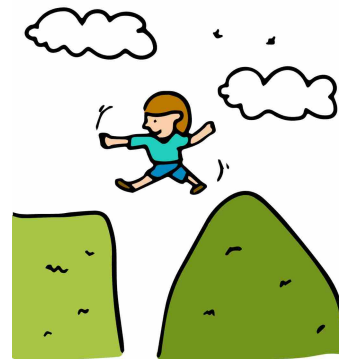
Expertise



Contributing



Creativity



Courage



Curiosity

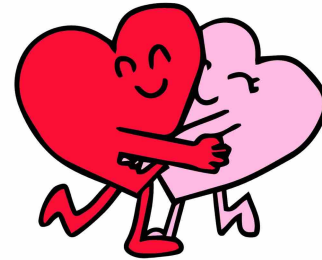


Determination

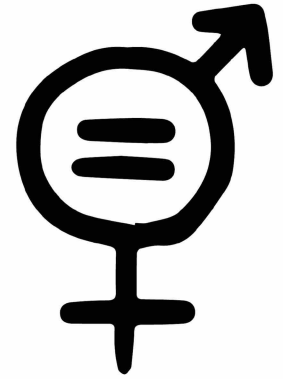
YES / NO



Decisiveness



Empathy



Equality



Facilitating



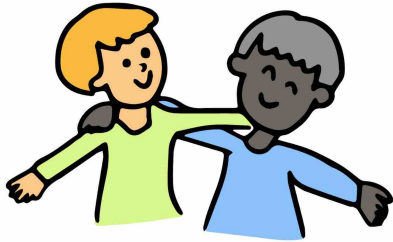
Fairness



Faith



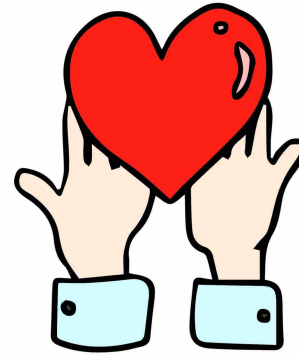
Fame & Status



Friendships



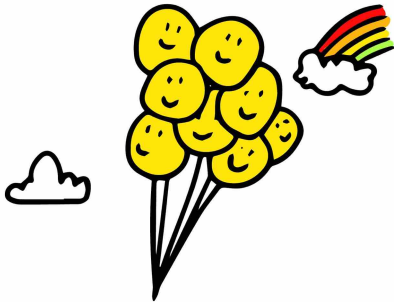
Fun & Humor



Generosity



Growth



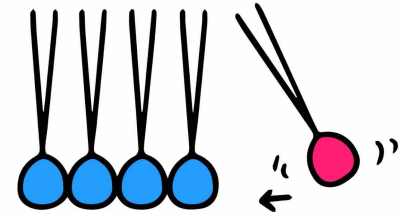
Happiness



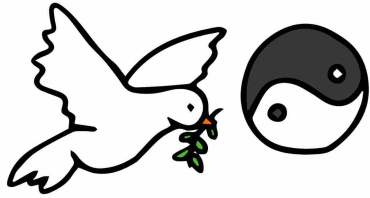
Honesty



Humility



Influence



Harmony



Justice



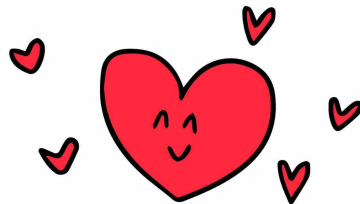
Kindness



Knowledge



Learning



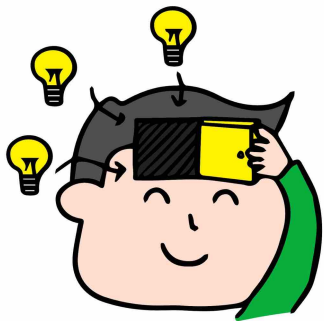
Love



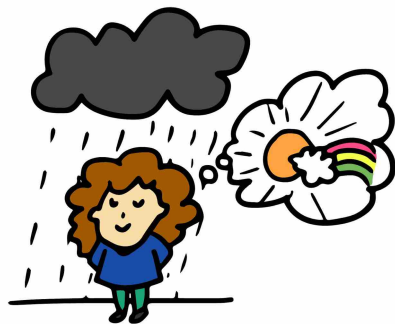
Loyalty



Meaning



Openness



Optimism



Passion



Pleasure



Poise



Recognition



Diversity



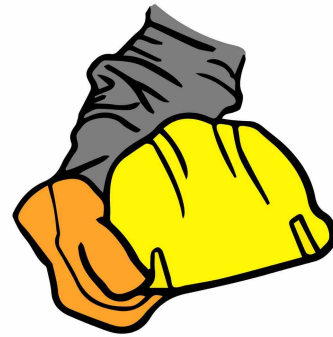
Reputation



Respect



Responsibility



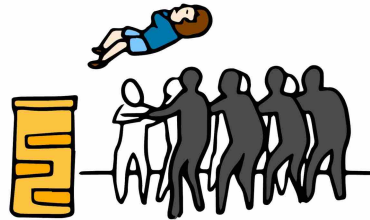
Safety



Servant leadership



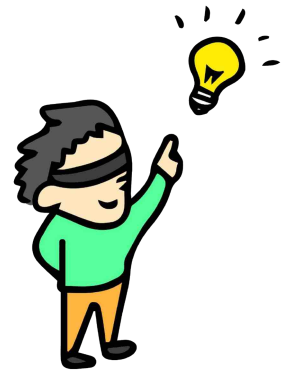
Spirituality



Trustworthiness



wisdom

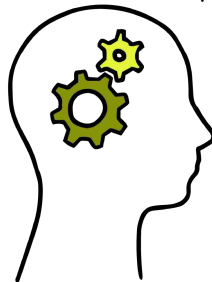


Intuition



Adaptability

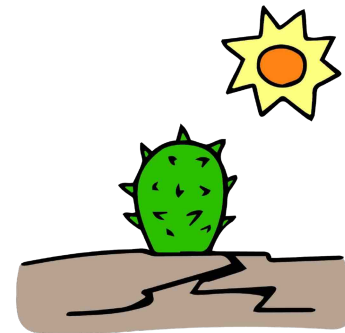
$$10 - 8 = 2$$
$$3 \times 5 = 15$$
$$1 \cdot 1 = 2$$
$$18 \div 2 = 9$$



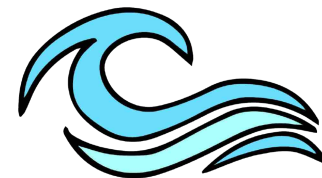
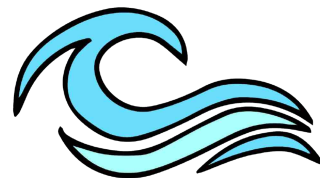
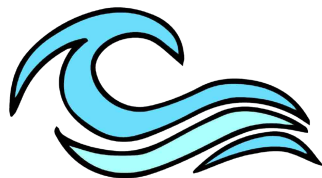
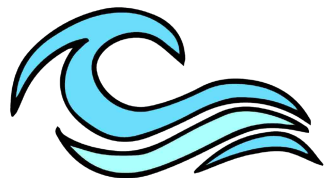
Logic



Factual



Resilience



Give participants these blank cards  
and let them add personal values  
they think are missing  
on the next slide you have  
backsides in case you want  
backside