

# How We Use This Tool

Thank you for downloading this tool!

At SongExperience, we create a custom song as part team-building exercise and part training guide. This innovative combination allows us to reinforce key corporate initiatives, such as vision and values or implementing change, while achieving greater team cohesion and improving overall culture.

This tool is used to establish the personal values of team members. It can be used to reshape or clarify overall corporate vision and values retroactively, which we recommend. But, its primary function is to determine the principles and ideas that drive your team members.

This gives you insight into each team member's view of their purpose and how they fit in your existing corporate culture.

As a self-assessment tool, it can be used to put the right people in the right seats.

As a team assessment tool, it can be used to identify weaknesses in management style or fit.

As a company assessment tool, it can be used to discover if your corporate values are reflected in your hiring processes and management.

In our consultative process, this tool is a first-step measure to set the foundation for future conversations. From that base, we will begin the process of writing your custom song and creating training based on the insights gained.

If you'd like our help to implement this and create your own custom Song Experience, **send us an email at [caleb@songexperience.live](mailto:caleb@songexperience.live)** to schedule a quick call to see how we can help.

# DETERMINING VALUES

## **Making your individual or organizational values explicit...**

*Everyone* has a set of values that govern goals and decision-making. Values are simply ***what you value*** most. This exercise is designed to clarify your personal or organizational values.

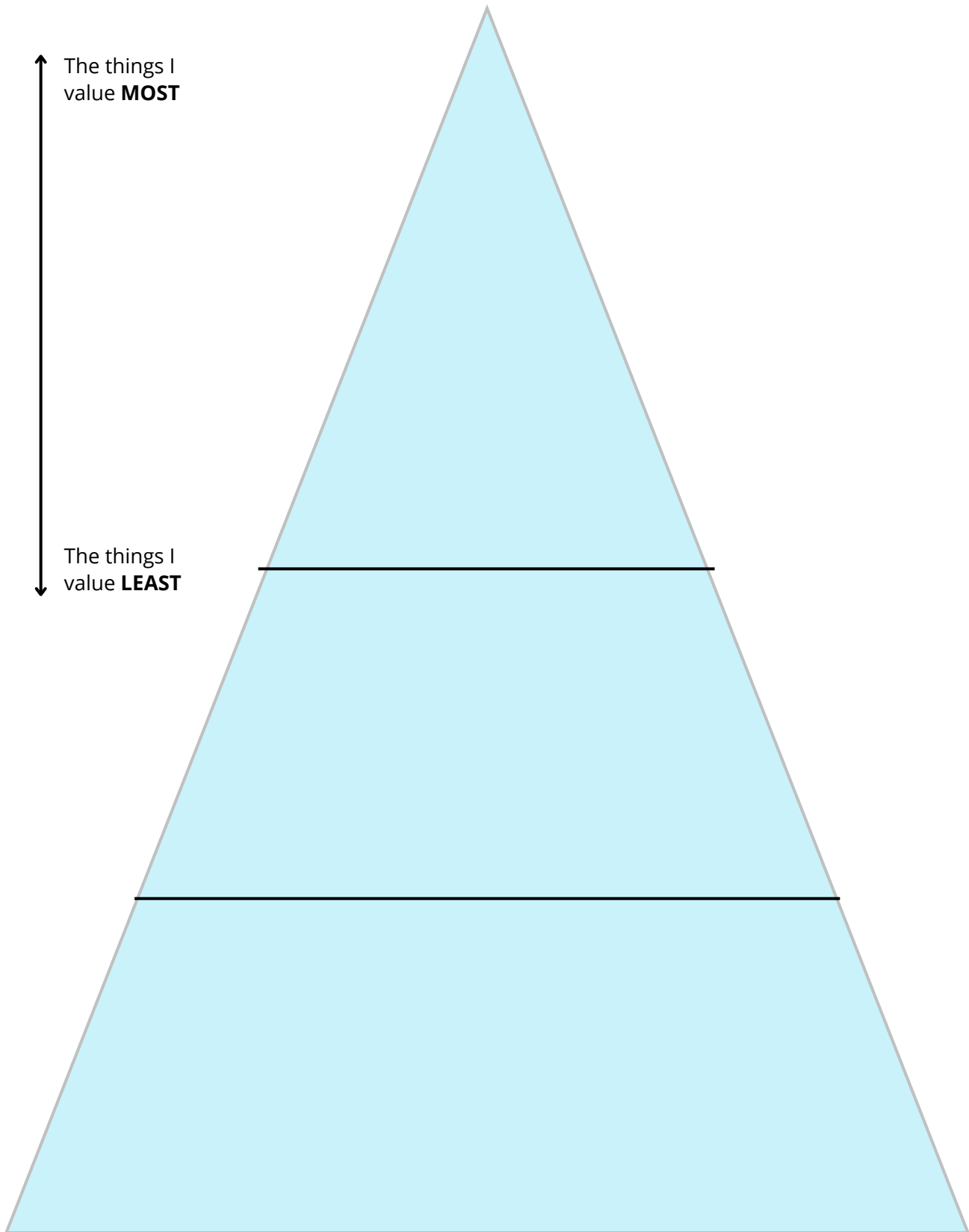
## Activity 1 – Personal Values

Using the list of values below, circle any values that “jump out” and feel important to you. On the next page, organize your top values, in order of importance. Feel free to add values of your own.

tell the difficult truth	take the lead	take a step forward
take the shortest path	influence others	get better today
listen to help	do the hard thing	lighten up
speak up for others	live for tomorrow	stand by your friends
include others	stay active and fit	serve your neighbor
learn something today	do it wholeheartedly	do what you love
take care of nature	see it through	stay disciplined
keep family first	give freely	be the best
treat everyone equally	think outside the box	maximize profit
celebrate differences	keep your promises	find a creative solution
speak your mind	try something new	redefine possible
be kind	pursue your passion	stand by your beliefs
fight injustice	promote peace	be unique
be authentic self	create strategic goals	embrace new things
take responsibility	stay with it	make it happen

# Values Hierarchy

Using the values you circled, rank them in order of importance.  
Choose no more than three values per section.

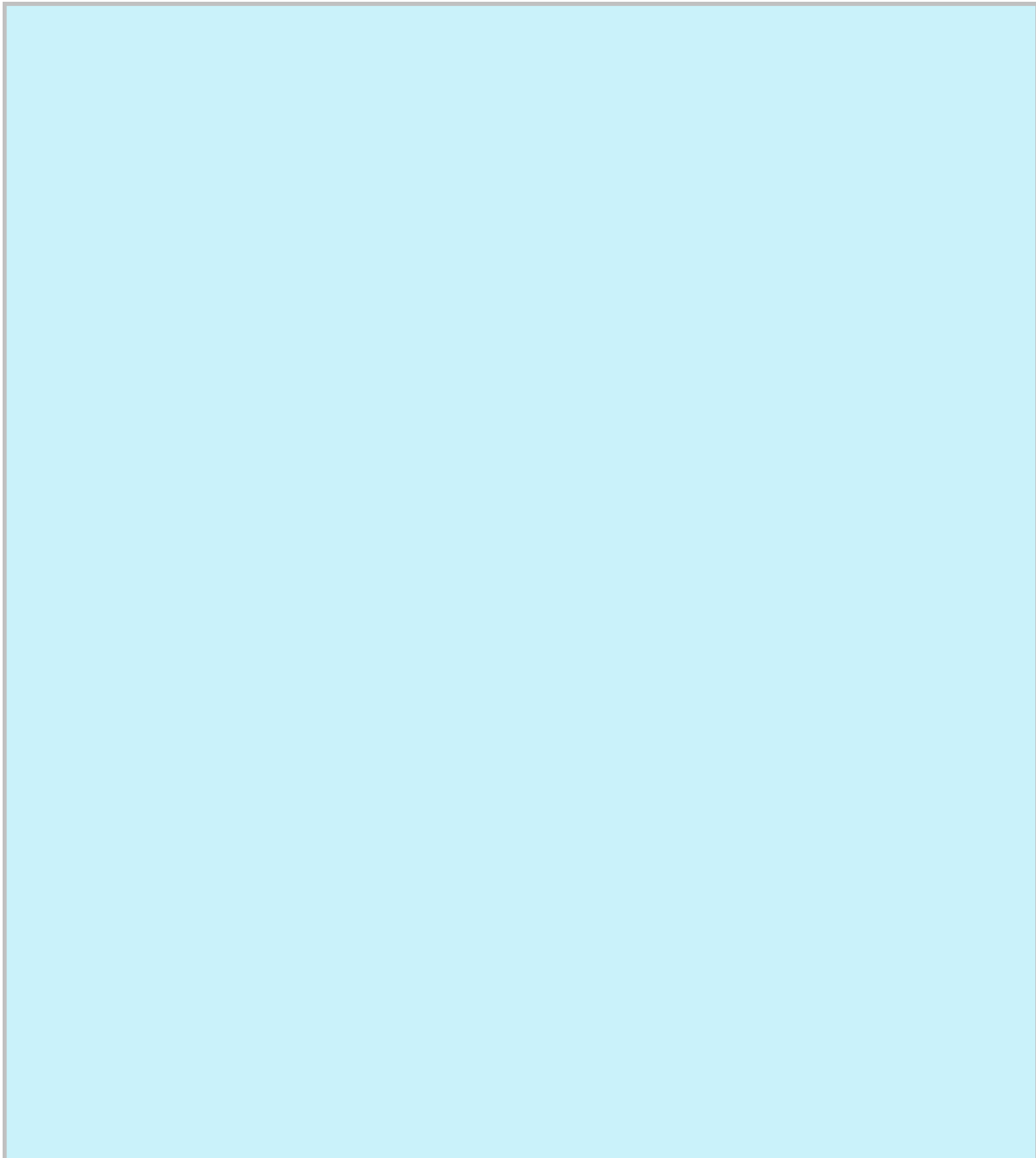


## Activity 2 - Shared Values

Now, get into a small group and have a discussion around your personal values.

- Explain why you placed certain values where you did.
- Were there any things you value highly that weren't on the list that you had to add?
- What similarities did you notice with other group members? What were the most common shared values that most of you placed towards the top of your hierarchy? Record them below.
- What were the most conflicted values? Were there any that some group members value a lot that others didn't really value?

Record your notes and findings in relation to these questions below.



## Activity 3 - Restate Your Values

Comparing the key values of your team, restate the values in your own words. Use action "verb" language. Make the action as clear as possible. the goal is to know how to apply the value without further explanation. Combine similar values if necessary.

### Our Core Values

1.

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2.

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3.

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4.

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5.

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