Building a Strong Foundation
How Values Define Your Workplace Culture

As someone who has been in the workforce for a number of years, I have seen firsthand the impact that values can have on a workplace culture. The good, the bad, and the really-not-so-good.

Whether in a small startup or a large corporation, implementing shared values can help to create a positive and productive work environment. In this article, I will discuss the importance of shared values, how they can be implemented, and provide tips for promoting them within your organization.

Introduction to Values in the Workplace

Values are the fundamental beliefs and guiding principles that an organization operates on consistently and repeatedly. They define what is important to the organization, how decisions are made, and how employees are expected to behave. Values can vary widely from company to company, but whether they are widely known, they shape the entire workplace – from the company's vision, mission, goals, policies, and procedures.

In the workplace, values can help to create a sense of unity and purpose among employees. When everyone is living their shared values, a culture that is positive and collaborative may be nurtured. Additionally, shared values can help to attract and retain employees who are a good fit for the company culture.

Shared values can also inform and guide decision-making within an organization. When faced with a difficult decision, employees can refer back to the company's values to help them make the right choice. Alignment with shared values at every step and expression of the organization provides a rich and satisfying workplace culture. Living out shared values at work it supports a sense of camaraderie and respect among team members.
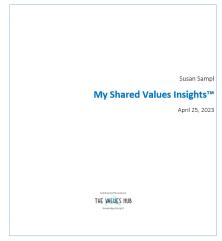
Implementing Values into Your Workplace Culture

Implementing values into your workplace culture can be a daunting task, but it is an important one. Here are a few tips to help you get started:

1. Start with *My Values*

The first step in implementing values in the workplace culture is to define what those values are. While some might advocate sitting down with your team and brainstorming – we have a powerful approach that starts with the individuals on your team.

Everyone on the team completes an online that identifies their personal values. It's essential that everyone is "on the same page," and has a shared language about values. We then combine everyone's values into a shared group report.

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April 25, 2023

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2. Engage Your Shared Values

Once you and the team have defined shared values, it is important to discuss them and determine how they are showing up at work. This is best done through reflection and conversations as a team. Guided by a team of professional values facilitators, newly discovered (or confirmed) shared values may be integrated throughout all aspects of the workplace through a process of guided conversations.

5. Reinforce Shared Values

Finally, it is important to reinforce your shared values on an ongoing basis. This can be done through regular communication, recognition of employees who embody the values, and even performance evaluations that include an assessment of how well employees are embodying the values of the workplace. Some of the groups we've worked with use their team and workplace values as a part of the onboarding of new employees.

Conclusion

In conclusion, implementing shared values into your workplace culture can have a positive impact on your organization. By defining individual and shared values, communicating them to your team, leading by example, hiring for fit, and reinforcing your values on an ongoing basis, you can help to create a positive and productive work environment. By celebrating successes, encouraging feedback, making it fun, leading by example, and evaluating your progress, you can help to promote your values and ensure that everyone is aligned with the company's mission and goals. If you're looking to build a strong foundation for your workplace culture, I encourage you to implement shared values.

If you would like to get started, reach out to our team for a no-obligation conversation – we have a process that's right for you. Complete our contact form by clicking this link, or email us at info@thevalueshub.com

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