

# Values Check-Up



## Checking in With Reality

Use the questions below to discover if you have a mismatch in what you hope to achieve and what is actually happening

How do I want us to conduct business?	How do we <b>really</b> conduct business?

How do I want employees to relate to customers and vendors?	How do we <b>really</b> relate to customers and vendors?

How do I want us to behave in the workplace?	How do we <i>really</i> behave in the workplace?

How do I want us to collaborate, handle stress, conflict and obstacles?	How do we <i>really</i> collaborate, handle stress, conflict and obstacles?

How do I want us to stand out from the competition?	How do we <i>really</i> stand out from the competition?

How do I want our company culture and environment feel?	How does our company culture and environment feel... <i>really</i> ?



## What Do I Do Now?

- 1) **Own It!** The best thing you can do is to come clean with your people. If you see a discrepancy with what you want your culture to be its reality, then be honest and own it.
- 2) **Set an Example!** You have to be the first to model the kind of values you want to see throughout your company. If it doesn't begin with you, you can forget anyone else following a lame list.
- 3) **Stay Accountable!** Probably the most important change that has to happen is for you to set aside a time to get feedback from stakeholders at regular intervals...and ask for accountability.