## ACTIVITY 8.8 | Norms/Values Worksheet

1. Pass a sheet of paper out to each team member.
2. Ask participants to think about values or norms they currently see at work. Once they identify several, have them make two lists as indicated below, with those values they like in one column and those that are difficult to deal with in the other.
3. The manager or facilitator collects the information from each person and then has someone read the data aloud while the manager/facilitator charts the information on a chart paper or white board. If you prefer to have each team member involved in reading the data aloud, shuffle the lists, then redistribute them and have each person read the data aloud from a colleague's list.
4. Once the data are posted, you can ask the group to identify benefits of the values that are hard for people to deal with. Use the expertise of group members who have found a way to deal with different cultural values successfully. End with concrete suggestions for how to handle the ones that may get in the way. If this is facilitated well, it can be enormously helpful. Before facilitating this conversation, refer to Effective Facilitator Behaviors in this chapter.
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