

Bringing the Team Back Together

Core values are crucial to a successful team. Establishing core values create a standard of what is expected from team members, and build camaraderie. They additionally shape the business and provide structure to decisions whether this is with a customer or in a meeting.

After a disruption in the business, it is especially important to revisit or reevaluate the core values. Team members will prefer overcommunication and knowing what to expect when they go to work each day. Below is a list of how to establish core values within your team.

1) Meet with reliable team members to gather feedback.

Organize a meeting with team members that you trust will provide you with honest feedback. A good token of advice is to choose people who you believe represent your company well.

2) Create a list of five to seven values that are important to the team.

Starting the conversation always seems to be the most difficult part of any strategic meeting. To start, organize an activity where the team members state the values of an ideal company, or have a list of values already prepared and have them choose the values that stand out to them the most.

3) Vote and pick the top three to four values.

Schedule a survey one or two days after your initial meeting to vote on the values. This will help team members process the information.

4) Announce and explain each of the core values at a team appreciation event.

After the core values have been voted on and finalized it is time to share them with the team to start living the values! Sharing the information to the team is the most important part of the process.