



Core Values Workbook: Part 2 (Launching)

Staff Workbook (see supplemental staff workbook)

1. Ikigai framework
2. Staff personal Core Value Themes
 - * Before proceeding, ensure adequate time is spent for staff to talk about their Ikigai, core value themes and group discussion questions within the workbook

Presenting the core values:

3. Organization Core Value Reading:
 - a. Select a staff member to read the organization's core value headers and descriptives
4. Core Value Group Conversations (Goal: based on your employees past experiences (good or bad) provide context to why you are implementing)

Example Questions: How many of you have worked in a company with core values? What were they? Do you remember them? Were they alive and well? If so, how? If no, why not? Did all staff live those core values (leadership, physicians, front staff, etc.?) What do you think of the core values we just read out loud? What thoughts and feelings come to mind?
5. Assessing the Core Value: (Goal: Get staff to see what core values should/will look like in your organization, let them be listened to, not just heard)
 - a. Going through each of your organization's core values one at a time:
 - Write down any word, action or example of what that core value would look like at work. (i.e. what feeling, image or action would show that the organization is living this core value?)
 - How is the organization currently living this core value?
 - How can the organization expand on this and make it even better?
 - Start with these ideas in making your new core value protocols
 - What are some challenges to the organization living out the core values better?
 - Are these real or perceived challenges, if real then you must in the near term intentionally show how you are overcoming them, if just perceived, then highlight when that challenge isn't occurring
6. Weaving together personal and organization core values: (Goal: get staff to see how their core values can align with the organizations core values)
 - a. Going through each core value one at a time:

- Ask staff to write down/say how one of their personal core values themes aligns with the organization
- Ask how they can personally contribute to the organization's core values