

Toolkit 2 - Learning Unit 5

Activity 1



Training

Ethics and human values inspire your leadership as a coordinator

The response should promote a sense of safety, self and community efficacy/empowerment, connectedness, calm and hope. It is efficient and effective to understand how to encourage: offering the key to sharing to strengthen the sense of belonging is the main goal of the coordinator role

1 – VALUES : PRE and Acute-INTERVENTION

Making Work and Intervention More Meaningful, Safer and More Effective.

ACTIVITY 1 : VALUES PRE and Acute-INTERVENTION.

- Question : Do you know your actual team and its values?
- **Green side NO**: I don't know my team. Go to the Unit 2 Presentation and come back to make the ORANGE PATH
- **Orange side YES** : Yes, I do. Please follow this section to assess and evolve your coordinator skills and strategies to know the team values.
- Activity 1 : Values Exercise

Making Work More Meaningful, Safer and More Effective

« Understanding what the team values mean is critical to implementation » (Amelia Friedman, How to Establish Values on a Small Team, Harvard Business Review Home, 2018). In fact, a team member who knows and understands their team's values is facilitated to increase his sense of belonging which makes him safer in his work and more available.

Set aside time to discuss what each value means to you and to your teammates and how each one could and should be applied in your crisis intervention work. Keep in mind that even the most well-intentioned team member may misunderstand or misapply a value — what's obvious to you now when you're well-ingrained in the process may not be obvious to a member, more if he joined the team recently, or during the intervention. So take the time to construct with the team its own values today in pre-action and in action, and what each one truly means.

ACTIVITY :

You can decide to conduct an open discussion about values, in which everyone will express their main value in the current operational situation.

You, the conductor, will write on a material medium, such as a board, or virtual (depending on the context of the meeting) visible to all, each new value expressed and the number of adhesions for the values already expressed.

Time of this phase : 1' per participant.

You will bring the group to discuss the top 3 most important values for the group as they are more shared.

The discussion will have to follow the following list of 5 steps of questions to compare the group, which will have to answer individually and then find a common answer, or at least try.

List of 5 steps of questions

1. What does this value mean to us?
2. What does it look like in action?
3. How might it be misinterpreted?
4. How will we evaluate adherence to it?
5. How will it change our relationships or our interactions?

Time of this phase: 30' per value for the 5 steps.

If you don't have time, even discussing just one value will bring an effect to the group.

« Try to synthesize your shared understanding into clear, direct explanations of how you will see, experience, and live those values in the workplace. Take the value of “respect” as an example. »
What does that look like to your team? How will your colleagues demonstrate their respect? Who will they be respectful of? How will that change their behavior in action ? (Amelia Friedman, How to Establish Values on a Small Team, Harvard Business Review Home, 2018).