MODULE OVERVIEW

Company values: From words on the wall to daily practice

Adaptive module | ~20 min

According to Deloitte's 2024 survey, half of young employees have already turned down an opportunity over a values disagreement, and the gap between displayed words and actions is increasingly hard to accept. This module works at the team level: turning each word into observable behaviors written down together, then sticking to them in everyday decisions, because a value displayed but never lived does more harm than no value at all.

LEARNING OBJECTIVES

01 See values as a common thread that helps the team make choices, rather than a constraint imposed from above.

02 Know your organization's values and open a discussion about which ones feel alive and which sound hollow.

03 Turn each value into concrete behaviors that you write with the team, and revise them when they no longer mean anything.

04 Live out the values in small decisions, and use AI only to put into words how you already live them.

WHO IT'S FOR

Managers who want to bring their team together around lived values, and team members who want to take part.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1 **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.

2 **Expert video**: 10 minutes, with 3 pauses for reflection.

3 **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.

4 **Dated commitment**: one action to try, written by the learner or picked from the suggestions.

5 **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Psychological safety, drawing on Google's Project Aristotle (re:Work) and Amy Edmondson's work (The Fearless Organization, 2018)
- Afthonios method: values as the team's "common thread"
- Afthonios method: translating values into concrete behaviors

SOURCES & REFERENCES

- Deloitte, 2024 Gen Z and Millennial Survey: 50% of Gen Z and 43% of millennials have turned down an assignment, and 44% and 40% have turned down an employer, because of a disagreement over values
- Google, Project Aristotle (re:Work) and Amy Edmondson's work on psychological safety
- Shalom Schwartz (1992) – the structure and diversity of human values
- Kristof-Brown et al. (2005) – fit between person, job, and organization

Module created by Afthonios.com.

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