

# LIVING OUR VALUES

A simple framework to help teams put their values into everyday practice.

## WHY THIS MATTERS

We are working in a time of transition. Long-standing systems are under strain, and new ways of working are still emerging.

In moments like this, values are not abstract ideals — they shape daily decisions, behaviors, and trade-offs. The future is built through what we practice today.

Living our values with intention helps us avoid slipping back into patterns that no longer serve us.

## THE THREE STEPS

STEP  
1

### Confirm Your Organization's Core Values

Clarify what matters now.

- Review your existing values for relevance and clarity
- Ask a range of people for input in defining what you stand for
- Articulate values, principles, and behaviors

Without shared clarity, values become symbolic rather than lived.

STEP  
2

### Identify the Gaps

Notice where intention and practice diverge.

- Surface where values are already visible
- Name tensions and misalignments
- Identify behaviors that appear under pressure

Awareness is the prerequisite for meaningful change.

STEP  
3

### Live the Values in Practice

Build values into your processes and everyday work.

- Integrate values into policies and processes
- Prepare for moments of trade-offs and pressure
- Build accountability and feedback structures

Values become real through behaviors, systems, relationships, and the rhythm of everyday work.

**Living our values is not about perfection.**

**It is about attention — noticing the patterns we reinforce and choosing, again and again, to align practice with purpose.**

*This framework is designed for organizations, teams, networks, and leaders navigating complexity and change.*