

## Module 4 Discussion Questions

### **ALIGNMENT:**

#### *Uniting Your People Around Your Mission and Values*



1. Have you been employed somewhere that had a mission and/or vision statement? Describe how that impacted the culture there and how that made you feel.

2. Think about a manager you worked for who didn't seem to have alignment with his/her personal values and the company values. What was it like to work in that kind of situation?

3. Create or modify your workplace mission and vision statements, encouraging input from everyone within the organization. Be sure to include your own personal values as well as those of partners, managers, and/or influencers.

4. What is one "big idea" you can implement to start living by core values in your organization? (Example: Any time there is a meeting, even with just 2 people, you begin by reciting the core values.)

5. How can you incorporate your company's core values in employee performance evaluations?