Values Development Worksheet

What Are Values and Why They Matter?

Values are the guiding principles that can help shape how your group functions - how members act, make decisions, and interact with one another. They help define the culture you want to create together and ensure that everyone is aligned in how the group operates.

Clear, shared values foster trust, belonging, and consistency. They can also serve as a helpful reference point when navigating challenges or resolving conflicts, offering a grounded way to return to what matters most.

In short, values are the "why" behind everything your group does. By identifying them early, you help ensure that your actions, communication, and goals stay true to the purpose you're building together.

Step 1: Define Your Group's Mission

Your mission is the foundation of your group. It should describe the purpose, direction, and impact you hope to create.

Prompts:

What is the core purpose of your group?

Whom do you serve or hope will gather?

What change or outcome do you hope to support?

Example: "Our group provides a supportive space for people to connect, learn, and grow. We bring individuals with shared interests together and offer resources and discussions that inspire positive change."

Draft Your Mission :

_____

_____

_____

_____

_____

_____

Step 2: Identify Your Main Objectives

Objectives are the concrete outcomes or priorities that help fulfill your mission.

Prompts:

What change do you want to see in individuals, communities, or systems?

What do you want members to feel or experience when they participate?

Example: "Our objectives are to help members build confidence, deepen their knowledge, and feel supported within a strong community. We aim to create meaningful experiences that encourage growth, connection, and positive change."

Your Objectives:

1. _____

2. _____

3. _____

4. _____

Step 3: List Key Behaviors That Support Your Objectives

Key behaviors are visible actions that reinforce your mission and create your group culture.

Prompts:

What actions show someone is aligned with your group's purpose?

How do you want members to treat one another?

How should members represent the group publicly or professionally?

Examples: Act in a kind respectful manner. Be patient when others are learning.

Your Behaviors:

1. _____

2. _____

3. _____

4. _____

MetabolicCollective

Step 4: Identify the Core Values Behind the Behaviors

Values are the principles that guide how your group acts and makes decisions. You can refer to the values list below for ideas and inspiration.

Prompt Questions:

What beliefs or principles guide the behaviors you listed?

What qualities make your group unique or meaningful?

Which values are essential and non-negotiable?

Example: Behavior: "Share knowledge freely." → Value: Collaboration
Behavior: "Approach conflict with empathy." → Value: Compassion

Your Behavior → Value Mapping:

1. _____

2. _____

3. _____

4. _____

5. _____

Core Values Idea List

Use this list as inspiration to identify the values that best reflect your group's purpose and mission.

Acceptance	Curiosity	Honesty
Accountability	Diversity	Kindness
Authenticity	Empathy	Optimism
Caring	Fairness	Patience
Collaboration	Freedom	Respect
Community	Fun	Responsibility
Creativity	Gratitude	Trust

Step 5: Choose Your Top 4 Core Values

Select the values that best capture the essence of your group's ideal culture.

Prompt Questions:

If your group could only be known for a few core values, what would they be?

Which values reflect how you want to behave and why you exist?

What would it look like to live these values day to day?

Your Core Values:

1. _____

2. _____

3. _____

4. _____

Your mission, behaviors, and values are the heart of your group. Let them guide how you act, connect, and make decisions. Live them, share them, and use them to build a strong, supportive community that grows together every day.

Additional Notes:

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