

Personal Goal

What do you want to achieve from this project? This might be a personal developmental goal or something organisational. What are the outcomes you're most invested in?

Strengths

What do you do really well?
Which are the skills you rely on?

Development areas

What skills or ways of working do you want to improve and practice?

Discomfort areas

What skills or ways of working are you uncomfortable with?

Working patterns

When do you tend to work?

Other commitments/life stuff

Do you have other stuff going on in life that might be useful for the team to know?

Preferences - Altitude

Where do you prefer to work, zoomed out or down in the detail?



Preference - Working style

How do you prefer to work - out in the open, think it through before sharing, quick sense checks?

Preferences - Ambiguity

How comfortable are you with ambiguity and foggy work?



Collaborators & connections

Who are your buddies in the business who might provide useful sources of information and influence?

Preferences - Conflict

How comfortable are you with conflict and disagreement?





Instructions for the Storyteller

Part 1:

- Bring to mind a project or a job where you were working with others to get something done, and the experience felt positive, fulfilling, and full of ease, even if the work itself was challenging.
- Select an animal card from the deck that represents something about this experience—the way you felt about it or the way you felt able to do it—and tell your partner a story describing how the animal or image connects to this experience.

Part 2:

- Bring to mind an experience with a project or a job that felt frustrating, where working with others felt hard, even if the task were not that difficult.
- Like you did before, select an animal card from the deck that represents something about this experience, and tell your partner a story about how the animal or image connects to this experience.
- When telling your story, try to use specific examples and include details about the experience and its impact on you.
- If the Listener repeats back what they heard you say, make sure to confirm, clarify, or correct where appropriate.
- Make sure to tell the listener about any value you hold that may not have been conveyed in your story, or anything else you want them to know before moving on.

Instructions for the Listener

- Listen intently, keep the conversation focused on the Storyteller, and ask open-ended questions to draw out their story.
 - Can you give me an example?
 - Why was that important to you?
 - How was it different from your expectations? Tell me more about X.
- Pay attention to the words, phrases, and metaphors the Storyteller uses—listen for the values that surface throughout their story. What does this person value in a working relationship? Using their words, phrases and share back what matters to them—ask for confirmation, clarification, or correction where appropriate.
- What I hear you saying is X. Is there anything I missed? It sounds like you value X. Is that right? Make notes so that we can play back as a group.

Instructions for playback

- Choose one of the animals to identify you for the rest of the session. Copy and paste below.



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Team Values Toolkit | Dropbox Design

Team Values Toolkit: An activity kit for exploring values and building stronger team connections.

Positive & desirable

Negative & avoided

Output **Communication** **Metaphors** **Decision-making & Alignment** **Working styles** **Confronting Conflict** **Accountability**

Animal 1

Animal 2

Animal 1

Animal 2

Animal 1

Animal 2

Animal 1

Animal 2

Animal 1

Animal 2

Animal 1

Animal 2

Animal 1

Animal 2

Team values