TEAM MEMBER WORKSHEET

Write down the names of three people you admire:

1. _____

2. _____

3. _____

Write down three traits you most admire about each one:

1. _____ / _____ / _____

2. _____ / _____ / _____

3. _____ / _____ / _____

List the nine traits above in order of how much you value them:

1. _____ 4. _____ 7. _____

2. _____ 5. _____ 8. _____

3. _____ 6. _____ 9. _____

As others share traits that you like, add them here:

1. _____ 6. _____ 11. _____

2. _____ 7. _____ 12. _____

3. _____ 8. _____ 13. _____

4. _____ 9. _____ 14. _____

5. _____ 10. _____ 15. _____

1)   1. Have team members write down three people they admire.

       2. Then have them write down three traits about those people they most admire.

       3. Have them rank the traits as they matter to them in order 1-9.

2)   Make two sections on a white board or large paper for the room to see:

       1. One section is the person they admire

       2. The other section are the traits listed by team members

Go around the room and either get all these one at a time or all three at once depending on how many people you have.

You end up with a list of amazing people and a list of awesome traits

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This should take about 45 minutes / consider taking a break

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3)   Now add a section to your big board and as a team, group the traits and brainstorm on the title for each grouping. Hint: these are the beginnings of your values.

4)   Ask them how they want the world to see us as a team.
Make a new list combining what you already have and any values missing.

The Leader's challenge to the group:

- Our values should encompass every situation we encounter. Are we missing anything?
- We will only move as fast as our values take us.

Key insight from Banyan:

- The Admiration exercise builds alignment for everyone involved. You then build your values out of these traits so you can empower your people to develop their own character within the structure and framework of the agreed upon values.