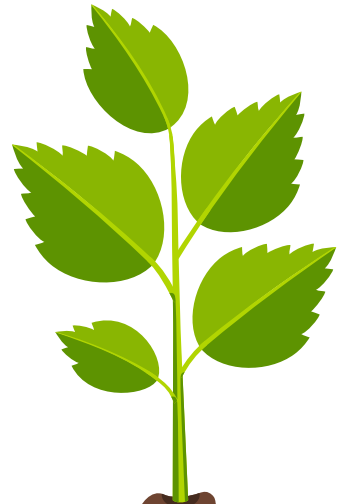


5 WAYS LEADERS CAN TURN VALUES INTO PRACTICE

Convert your organizational values into measurable and important behaviors in the workplace using these five practices.



1

**IDENTIFY
VALUES-BASED
BEHAVIOR**

Identify behaviors that support the company values and reinforce those behaviors when you see them.

2

**ASK FOR AND
REINFORCE
EXAMPLES**

Make a practice of asking your team for examples of somebody living up to a company value.

3

**CHECK
COMPATIBILITY
WITH NEW
HIRES**

When recruiting new team members, ask questions that inform you of their compatibility with your team values.

4

**INCLUDE IN
PERFORMANCE
DISCUSSIONS**

Incorporate value-based behaviors into formal performance discussions.

5

**BUILD INTO
COACHING**

Embed company values into your coaching conversations through performance impact statements and pinpointed coaching questions.