

# Mapping Values in an Trainers' Team



## Content

Every trainer has a backpack made of different values, according to different worldviews, priorities, experiences... The differences in core values can lead to conflicts and misunderstandings during the training. To prevent these from happening and to help guide conflicts if they arise, we propose these activity to reflect on our own values and how they are related to those of other team members.

The following exercise is a suggested basis for discussion in the team.

### Step 1. Self reflection

- Select 5 values that feel most important for you as a trainer
- Rank them from 1 (most important) to 5

### Step 2. Compare

- Share your 5 values with your team
  - What do you understand by each value? Give an example of when you put each value into practice
  - Why did you put these values in this order?

### Step 3. Match

- What are your complementarities and differences?
- How do you think you can work together as a team with these differences?

In the case you'd like to have a deeper discussion within your team, another exercise you can use is the 'Diamond'(see inspiring resources). With this exercise, you'll rank 9 different values and then compare the values at the two ends of each team members's diamond.



**Trust in participants  
and their potential**

**Commitment to  
inclusion and  
equality**

**Commitment to  
solidarity and  
human rights**

**Respect for  
diversity**

**Openness to  
different identities,  
cultures and  
worldviews**

**Empathy towards  
others**

**Genuine care  
for participants'  
well-being**

**Openness to ambiguity  
and uncertainty**

**Openness to change**

**Learning as a  
lifelong, mutual and  
transformative  
process**

**Curiosity and  
openness to  
new ideas and  
perspectives**

**Willingness to  
reflect on one's  
own actions,  
values and  
assumptions**

**Self-awareness of  
one's strengths,  
limits and impact  
on others**

**Acceptance of  
mistakes as part of  
learning**

**Openness to  
feedback and  
continuous self-  
improvement**

**Courage to step  
outside the  
comfort zone  
and take  
initiative**

**Ethical responsibility  
and integrity in actions  
and decisions**

**Critical thinking**

**Reflection on power,  
privilege and social  
justice**

**Courage to  
stand up against  
injustice,  
discrimination  
and unfairness**

**Holistic  
understanding  
of participants  
and their  
realities**

**Commitment to  
creating safe  
learning  
environments**

**Commitment to  
creating  
supportive  
learning  
environments**

**Openness to  
collaboration and  
learning from  
others**

**Respectful and  
honest  
communication**

**Responsibility for  
one's role and  
contribution within a  
team**

**Responsibility for  
social impact**

**Responsibility for  
community impact**

**Responsibility  
for  
environmental  
impact**

**Awareness of  
oneself as a  
role model**