

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



1

IDENTIFY VALUES-BASED BEHAVIOR

(2)

ASK FOR AND REINFORCE EXAMPLES

3

CHECK COMPATIBILITY WITH NEW HIRES



INCLUDE IN PERFORMANCE DISCUSSIONS



BUILD INTO COACHING

Identify behaviors that support the company values and reinforce those behaviors when you see them. Make a practice of asking your team for examples of somebody living up to a company value. When recruiting new team members, ask questions that inform you of their compatibility with your team values.

Incorporate value-based behaviors into formal performance discussions.

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