Kavana Tree Bressen ✶ Facilitation & Workshops

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Values into Action

by Kavana Tree Bressen

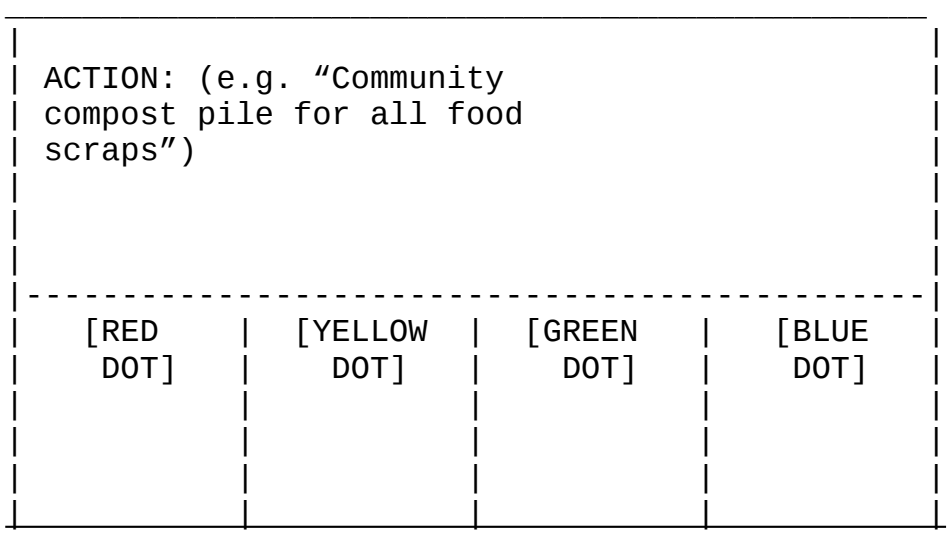
This activity assumes that you already have a list of group values.

1. Write each value on its own piece of paper. Put them out around the room (could be at tables).

2. Put out a stack of blank sheets at each value. Give people time to brainstorm actions that live out that value, writing one action onto each sheet, using only the top half and leaving the bottom half blank. The actions should be specific, observable, concrete things, not generalizations (e.g. "use NVC during conflicts" rather than "treat each other with respect"). People newly arriving at a table should read over what's already there first to avoid duplication. People can circulate around the room, starting first at one value and then going to another. Not everyone has to go to every value, instead people can go wherever they feel drawn.

3. Have one or two people review each set of actions to make sure:
(a) Each action is specific enough;
(b) Combine duplicates (don't over-combine, related ideas should probably still be separate, only combine things that really are the same)

4. Onto each action sheet, on the lower half, make 4 lines for multivoting, with a big colored dot in the following 4 colors at the start of a line, see sample here (best viewed with a fixed-width font such as Courier):



You might even want to make up the sheets in advance that way, particularly if someone in your group has access to easy color copying, you could have the sheets all ready with the dots and lines drawn in on the lower halves, just leaving the top blank for the actions.

5. Here is the key for what the colors mean. Post this on a flip chart at the front of the room:

BLUE = i have leadership energy on this, i would help champion it
GREEN = i would participate in helping do this
YELLOW = i'm fine with this happening in our community, and i recognize that i probably would not personally be active with it
RED = i have concerns about this happening in our community

6. Invite everyone to circulate around the room reading each action and putting down their mark in the appropriate line below. What i recommend is to have people write their **name** when signing on the blue or red lines, but for green and yellow lines just write a hash mark for easy counting. There can easily be over 100 actions brainstormed by this point, so keep that in mind when allocating how much time will be needed for this step.

7. Review the data, noticing which actions have lots of easy support and multiple leaders stepping forward, which have big concerns, and which have both leadership and concerns. This can provide a ton of information in just a few hours, giving potential champions knowledge on which of their ideas have support, which have concerns, which have both, and who to talk to for allies and concerns before bringing specific proposals to community meeting for projects or policies. Save the results in some accessible form so that it can be referenced later.