

Take The Dread Out of Mondays

Discover Your Values Insight With TeamOptix

Why This Matters:

- ◆ **Value Conflicts Derail Collaboration:** When team members are driven by unseen conflicting values, it creates friction, misalignment, and drains team energy, making even simple projects feel difficult.
- ◆ **Values Misalignment Fuels Disengagement:** Employees who feel their core values are at odds with their organisation's actions experience a silent crisis of integrity, leading to quiet quitting and increased turnover.

How We Help:

- ◆ We illuminate the critical connection between individual values and company values, re-engaging employees by showing how their personal drivers contribute to a larger mission.
- ◆ We provide a neutral, evidence-based framework that gives teams a shared vocabulary to discuss motivations and resolve conflicts productively.
- ◆ We transform 'frustrating' colleague behaviours from personal critiques into understandable expressions of underlying values, fundamentally shifting team dynamics.
- ◆ Fostering psychological safety, we empower teams to create a culture where differing values are not just tolerated but leveraged as a strategic asset for more robust decision-making and innovation.

Our Radical Idea:

- ◆ **Values Alignment is a Strategic Advantage:** Organisations where individual and company values are in sync unlock unparalleled levels of motivation, integrity, and discretionary effort, creating a sustainable competitive edge.

The TeamOptix Experience:

Is your organisation's potential being silently eroded by unresolved tension and misaligned priorities?

This is the direct cost of clashing core values, and it's actively sabotaging your engagement, innovation, and bottom line.

This isn't a 'soft skills' issue; it's a strategic one. While you've been managing the symptoms, the root cause has remained hidden. Our Values Insight provides a powerful experiential learning experience that gives your teams the tools to transform values-driven conflict into a strategic advantage

The cost of passive disengagement is too high to ignore. Start building your undeniable advantage.

Key Themes

Introduction

Understanding Your Values Compass:

Overview: Without understanding your core values, you are navigating relationships without a compass. This fundamental blind spot leads to inconsistent decisions, unexplained frustration with colleagues, and a lingering sense of misalignment that silently undermines your confidence and impact.

Outcomes: You will gain the power to decode your own reactions, articulate your needs with conviction, and consistently make choices that are authentically yours. Transforming self-doubt into intentional leadership.

Exploration

Overcoming Values-Based Conflict:

Overview: Workplace friction is often a symptom of unspoken value conflicts, not personal failings. Together, we'll build a critical bridge from self-awareness to social intelligence by exploring how, even though others' values can differ and even directly oppose our own, we can reframe judgment into curiosity, building genuine empathy to collaborate effectively.

Outcomes: Develop the skills to transform conflict into collaboration by understanding the core values driving different behaviours.

Extension

Aligning Personal & Organisational Values:

Overview: The most profound disengagement occurs when an employee's personal values are at odds with the lived values of their organisation. Using your unique data, we'll explore this critical alignment, or misalignment, bringing potential tensions to the surface. Transforming a source of silent frustration into a conscious understanding that empowers you to act with greater purpose.

Outcomes: Understand how value alignment (or misalignment) impacts your motivation, integrity, and engagement at work. Develop strategies to align your values with your organisation's to unlock greater purpose, motivation, integrity, and energy.

Application

Architecting Cultural Change:

Overview: By acknowledging that value diversity is a strategic asset, you'll develop skills to integrate disparate values to fuel innovation, improve problem-solving, and create a resilient, high-trust culture where cognitive diversity becomes a competitive advantage.

Outcomes: Develop strategies to communicate and collaborate effectively across value differences, and cultivate a mindset that fosters a team culture where diverse values are leveraged for superior performance and resilience.

It takes just 10 minutes to complete the TeamOptix Values Insight Assessment and unleash the power of diverse cognitive approaches.

Visit teamoptix.com or scan the QR code to find out more and connect with our experts.

