STAND UP/SIT DOWN
ICE BREAKER

Community Conversation # 1
Welcome & Introductions

- Facilitator introductions.
- Switch seats.
- Introduce yourself to the person on your left and right.
- Try and meet new people through the day.

"Strangers are friends you haven't met yet." — Roberta Lieberman
Objective

- Warm up and build engagement.
- Start thinking about our community and future culture of our workplace.
Instructions

• A series of statements will be read. Quickly **stand up or raise your hand** if the statement applies to you.

• Look around the room at who is standing and sitting.

• This is a silent activity. Notice your reactions. There will be time to debrief the activity at the end.

• There will be a degree of ambiguity - so go with your gut instinct when responding to a question.
Statements

- I have been a staff member at Berkeley for 0-10 yrs.
- I have been a staff member at Berkeley for 11-20 yrs.
- I have been a staff member at Berkeley for more than 16 yrs.
- I am not a supervisor or manager.
- I was born in a country outside of the United States.
- I was born in a continent outside of North America.
- I have lived in another state other than California.
- I can speak two or more languages.
- I attended UC Berkeley as a student.
- Most days, I enjoy coming to work.
Statements

- I prefer cats to dogs.
- I am a Golden State Warriors basketball fan.
- I have a community of support outside of work.
- I have someone I can trust and turn to for help or advice.
- I would like to work in an environment where I have friends.
- I would like to have pride in the work that I do.
- I would like to work in an environment where a sense of fairness is promoted.
- I would like to work in an environment that inspires employees to feel their work has more meaning than just a job.
Statements

- I would like a workplace where new employees are welcomed and integrated into the culture.
- I would like senior managers to share information with employees and foster transparency at work.
- I would like a workplace that shows appreciation for employees extra effort and/or teamwork.
- I would like a workplace that has policies/practices that promote equity b/w employees & managers.
- I would like to experience a sense of community at work.
Debrief

5 minutes
At your small table, discuss…

1. What are some general reactions to the activity?

2. How did you feel when there were not a lot of people standing with you, or if you were one of a few sitting?

3. How did you feel a sense of community during the activity?
STRATEGIC VALUES CARD ACTIVITY

Community Conversation # 1
Introduction

This card game is designed to discover **shared organizational values** that will guide the Student Affairs cultural aspiration below.

"Student Affairs is a great workplace where staff trust the people they work with, take pride in what they do, and feel a sense of community in support of the student experience."
Values

Values can be thought of as our internal compass. Student Affairs will use these core values to shape:

• Interactions with staff, students, and customers
• Decision making
• Recruitment
• Training
• Performance
• Recognition
Context Setting

- This is an evolving process of discovering shared organizational values that will continue through the afternoon session, walkthrough, and survey.

- Framework based on Dick Axelrod’s Terms of Engagement
Put Your Values on the Table
10 minutes total

1. Review the 52 potential values listed.

2. You have 5 minutes to select 2 values you deem most important to guide the cultural aspiration.

3. Place dot votes representing your 2 values on the poster.

***Facilitators circle highest votes (up to 15 maximum).
Combine and Align

15 minutes total

1. Review the 15 cards on your table. You can write a new value, not represented, using a blank card.

2. Discuss the values and narrow them down to 3 most important to guide the cultural aspiration.

3. Table facilitators post selected values on wall to review.
Share

10 minutes total

Create a visual representation of your table’s 3 shared values and prepare a 2 minute presentation to “pitch” your values to the room.

***This pitch must connect values to the aspirational state.
Passion Pitch

10 minutes total

Each table presents 2 minute “pitches” to the room
Dot Vote

5 minutes

1. Place 2 dot votes on the values most important to guide the cultural aspiration.

***You can place 2 dots on one value if you wish.***

2. Facilitator reviews results.
Select Spokesperson

Select a spokesperson to deliver a 2 minute “pitch” for the room’s 3 shared values in Krutch Theatre.
Debrief

10 minutes

• How did this activity feel?

• How was the process of selecting values individually, within your team, and as a room?

• Why did we select these values?