

Exploring values acceptance & rejections

Purpose:	Making participants aware of their values and how they affect their interaction with others.
Setting:	Working with teams
Assessments required:	Values assessment
Requirements:	1 set of spiral-colored papers or canvas (available from the ValueMatch web-shop) for each two or three participants. Minimum 3 x 3 meter of floorspace For each participant: values profile graph, report and / or summary page if available.
Time required:	20 to 40 minutes per participant.

Put the colored papers in a circle on the floor. In a business context it is better to explore the spiral in a circle. In self-development settings with people who have enough green/yellow in their profiles you can also put it in a spiral on the floor.

If possible, ask the participant to take their shoes off, as it will provide more grounding and give them a better connection with their body and senses. If this takes the participants too much out of their (business) comfort zone don't do this as it may have not help them in that case.

Depending on the depth with which you want to do this exercise you need between 10 to 30 minutes per participant. In 'orange' business workshops keep it to 10-15 minutes, in workshops with participants who are more experienced in talking about feelings and emotions and possibly more green/yellow driven you can take more time.

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Do this in groups of two or three people. You each do this exercise in turn; you may ask someone to take notes. The one who does the exercise can have their Values profile, report or summary in their hands. The other person has this paper and reads the instructions for the exercise.

Lay the colors of the spiral in a circle.

When the person who does the exercise talks, the other just listens. Don't start a conversation but support by active listening.

Alternatively, you can do this with a larger group up to 8 people, but you then need to shorten the time each person takes.

Acceptance

1. Look at you the first value system you accept. Stand on it. Close your eyes for half a minute and just feel your body.
2. Then open your eyes and tell what you like about this. You can use the summary page or the report to read what this is about.
3. How is this visible in your behavior? In your team, organization?
4. For coaches: how does this preference affect the way you coach? Do you have a preference to coach certain type of people?
5. Additional option: do the same for the second value system you accept.

Under pressure

1. Look at your first preferred value system under pressure. Stand on it. Close your eyes for half a minute and just feel your body.
2. Then open your eyes. Describe how you behave when you are under pressure, what do others see you do?
3. What is positive about this behavior, how has it helped you so far?
4. Are there downsides to this behavior, does it get you into situations you don't like?
5. Additional option: do the same for the second value system under pressure.

Rejection

1. Look at the value system you most reject. Stand on it. Close your eyes for half a minute and just feel your body.
2. Then open your eyes. Tell what you reject about this system, what is it that you don't like (you can use the summary again if needed).
3. How have you encountered this in your life? In work, private, society?
4. How do you behave when you encounter this? In your team, organization?
5. Now step in the middle of the circle. Look at the value system you reject. Are there qualities about this you also reject? *I am not clear what the difference is here from step 2*
6. Now step on the color of your first acceptance. Look at the value system you reject. How do you feel looking at it from here? *(if you do this with 3 people, you can ask someone to stand on the rejected value system).*
7. For coaches: how does you rejecting this system affect your coaching? Are there people you rather not work with or who easily trigger you?
8. Additional option: do the same for the second value system you reject.

Spiral Walk

Purpose:	Making participants aware of their own development of the various value systems
Setting:	Working with teams or individuals
Assessments required:	None
Requirements:	1 set of spiral-colored papers or canvas (available from the ValueMatch web-shop) for each two or three participants. Minimum 3 x 3 meter of floorspace For each participant: values profile graph, report and / or summary page if available.
Time required:	20 to 40 minutes per participant.

This exercise lets workshop participants literally walk through the spiral. In our experience this has a powerful effect, similar to how family constellation work can use space to create another awareness. By walking through we have a chance bypass the mind more or less and find information using other senses.

This exercise assumes participants have had an introduction to Spiral Dynamics and know what each value system represents.

Make a slide for each colour or simply use a colour paper or use the canvas available in the ValueMatch webshop. Put the papers on the floor, using a circle is better for integration, putting them in a spiral creates a more open space but some people may feel a bit lost at the end. You put pieces of paper that represent the transition in between the two values colors. If you use the canvas with the circle, you can optionally put a piece of beige paper in the middle.

I have worked with 2 different variations:

- Ask the participants to walk through in silence, taking as much time as they like. Invite them to just sense what happens in their body and letting their mind run free. Ask them to again and again bring their attention to what they experience in their body. Remind them during the exercise.
- Variant two is where we ask them to walk through in pairs. They walk through twice (make sure to divide the time up), when they walk through one participant (A) is talking, the other one (B) is just listening. A is invited to stand at each value system and (if time allows) each transition and talk about what ideas or memories come up. Invite them to talk about anything that comes up in their mind. Tell them to trust the space to inspire their minds, not to worry about it if fits or if it is appropriate. Instruct B to just listen, they can ask questions to clarify but tell them not to enter into a conversation about what A is talking about. No matter how much they recognize or want to respond. This will give them information on how the Spiral is integrated into their system, about what is comfortable or uncomfortable. See document provided with a handout for the participants. Finish either by doing a feedback round or allowing them to write down their experiences in silence.