

# Values Staircase

## Tool Tips

Use the Values Staircase to frame an open discussion on how effectively the values are being lived in your team and wider enterprise.

Choose one specific action that will have the greatest positive impact in the next 30 days.

The **Values Staircase** highlights the five key steps in infusing values into the team and wider enterprise. The key is values-based leadership and teamwork which means an unequivocal commitment to put the values at the centre of every decision and action.

Enterprises with strong values systems deliver greater value to all stakeholders.

**Level 5**

**CHALLENGE BREACHES**

***We are challenging behaviours that breach the values***

**Level 4**

**PROMOTE & REINFORCE**

***We are reinforcing and rewarding behaviours that reflect the values***

**Level 3**

**MAKE DECISIONS**

***We are embedding the values in decision making and work processes***

**Level 2**

**SET THE EXAMPLE**

***People can see that we are modelling the values in our leadership actions***

**Level 1**

**DEFINE THE MEANING**

***We know exactly what each value means and how it will be applied***