

Values in action cards *guidance for use*



The Values in action cards are part of a suite of resources to support values workshops. The cards can be used in several ways with kaimahi and tāngata whenua.

The cards can be a valuable tool to use in practice. They promote interaction between a worker and people or whānau accessing services. They are a focus for working together. This helps engagement with kaimahi and tāngata whenua. As a 'hands-on' tool, the cards may be used with talk therapies.



Working with colleagues

- › You can use the cards with your team members as part of a values workshop. For example, pick out a values card and describe how it looks when that value is demonstrated.
- › Gift a card to a colleague when you see the value being demonstrated at work. This might be a follow-up activity from a team workshop.
- › Look at the cards in a team meeting and choose one value for the team to focus on in their current work.
- › Bring out the set of cards and refer to the values when exploring a project or topic. This can be useful when there are challenges or conflicting views.
- › Choose a card with a value that you want to focus on in the coming week. Keep it on your desk or wall as a prompt.
- › Use the cards during a supervision session to reflect on values that currently influence your work with people and whānau, or as part of your project work.

With people accessing services

- › Be clear about the purpose of using the cards and whether the timing and context are appropriate.
- › Use the cards as part of an introduction of yourself and your service. For example, spread the cards out on a table, explain the values that are important to you, and ask what is most important to them. They might identify other values that are not shown on the cards.
- › Ask people to rate what values are most important to them and what it means to their wellbeing.
- › People may choose to set a goal that relates to a value that is most important to them.
- › Suggest that people you are working with can give you a card when they notice you demonstrating that value.
- › 'Hope' is a key value to focus on. Explore what hope means for people, what provides hope, and who inspires hope for them.

Things to be mindful about

- › It is important we show respect for the cards and the whakataukī they provide. Avoid damaging them or leaving them scattered about.
- › Consider whether the cards are the best tool for a situation.
- › As with any activity, ensure you explain to kaimahi and tāngata whenua what you are going to do, and ask permission to do the work together.
- › The cards are unlikely to cause offence, but they may prompt unexpected or strong reactions for some people. It is important these responses are validated, and people and whānau are well supported when this happens.

Please share your ideas about using the the Keeping it Real | Kia Pono te Tika values cards with us - email KeepingItReal@tepou.co.nz

Practice example 1

A Health New Zealand | Te Whatu Ora community addiction team recently attended a values workshop facilitated by a leader with lived experience and their team leader. Following the workshop, posters were displayed in the staff room and team members were each given a set of cards. It was agreed that team members would give colleagues a values card when they saw a specific value demonstrated.

Andrea, the occupational therapist, gave Anaru a Manaaki card when she noticed him being kind and supportive while taking time to help Sue, a new kaimahi who was having trouble using the IT system. Anaru commented at the next team meeting that he felt a little embarrassed yet valued by being given his card.



Manaaki

**He aroha whakatō
He aroha ka puta mai**

If kindness is sown, then kindness is what you shall receive

We support, care for, tend to, and show generosity to others in all that we do. We seek to uphold the dignity, and protect and enhance the mana of others through our work. We take time to know people and what is important to them, and establish positive and authentic relationships.

Respect, Manaaki, Hope, Kotahitanga, Wellbeing, and Whanaungatanga are the Keeping It Real | Kia Pono te Tika values

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Practice example 2

Marie, a clinical nurse leader, was holding a first session with Jo, a new person admitted to the day programme. Marie asked Jo if it would be OK to show her some new values cards that the team had just received.

Marie placed the cards on the table between them. She explained that these were important values to the team and asked Jo what values were important to her. Jo talked about the importance of whanaungatanga to her whānau. They explored what this value meant to Jo, what whanaungatanga would look like every day, and in her treatment plan.

At the end of the session, Jo said that talking about the cards was a meaningful part of the session in helping her decide her goals. Jo chose to keep this card with her.



Whanaungatanga

**Ka haruru te tapuwae
ki te marae, ka ea, ka ea**

The sharing of both joy and anguish with whānau is healing and heartening

We believe that a sense of connection and belonging is fundamental to wellbeing. We prioritise being in relationship with people and support their relationships with others, to enhance a sense of belonging for all. We value communities and connections to communities.

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