



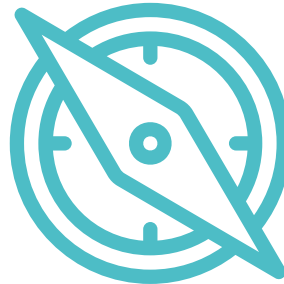
The Values Compass

A shared decision guide for moments under pressure

VALUE 1

e.g. *Care & Wellbeing

*Replace these with your
team's agreed values.



VALUE 4

e.g. *Purpose & Impact

VALUE 2

e.g. *Fairness & Equity

The Decision

Q. What choice are we making?

Guiding questions

Q. Which value is most
tested here?

Q. Which choice best
reflects who we are?

VALUE 3

e.g. *Learning & Improvement



THE VALUES COMPASS

A shared decision guide for moments under pressure

What This Tool Is

The Values Compass helps teams make clear, values-aligned decisions when pressure is high or priorities compete.

Why This Tool Helps

Because pressure creates drift

Under strain, decisions can default to urgency rather than what matters most.

Because values protect fairness

Shared values help choices feel consistent, transparent, and easier to trust.

Because it makes trade-offs clearer

When priorities compete, the Compass helps teams see what they are choosing for, not just what they are choosing against.

Because clarity restores choice

Pausing to check values creates space to act with intention rather than reacting later.

Because it supports shared language

It helps teams explain decisions clearly, without over-justifying or defending.

Because shared decisions build trust

When people understand how and why decisions are made, confidence and trust increase over time.

Who This Tool Is For

This is a shared clarity tool,
not a performance tool or a values poster.

Anyone working in a busy school environment who contributes to shared decisions under pressure.
This is a collective clarity tool, not a performance or compliance tool.



When to Use This Tool

Use when you notice:

- Decisions feeling rushed or reactive
- Priorities competing or shifting
- Discomfort about what is “right”
- Different views across the team

Ideal moments:

- During team discussions or meetings
- When capacity is stretched
- Before committing to a difficult choice
- When a decision affects others
- When values feel tested or unclear

How to Use the Values Compass

1 Choose the decision

Name the choice you are making as clearly as possible.

2 Pause at the center

Create a moment of space to step out of reacting without intention.

3 Scan the values

Notice which value feels most tested in this situation.

4 Test the options

Consider which option best reflects your agreed values overall.

5 State the decision in values-based language

Complete the sentence: “We chose this because it best reflects our value of ____.”
The aim is not agreement, but clarity and alignment.

6 Return to the Compass when pressure rises

If urgency pulls the team off track, re-check the values and re-clarify.

Notice. Act. Prevent.