



STEP 1 — Start with a real decision

Think of a recent decision that felt pressured, difficult, or uncomfortable.

The decision



STEP 2 — What mattered in that moment?

What were you trying to protect?

What were you prioritising?

What felt non-negotiable?

What were you trying to avoid?

Note simple words or short phrases.



STEP 3 — Reduce to four shared values

From what you noticed, agree on four values that genuinely guided the decision.

These should reflect real decisions, not aspirational statements.

Value 1.

Value 2.

Value 3.

Value 4.



THE VALUES DISCOVERY TOOL

Clarifying shared values before decisions under pressure

What This Tool Is

A foundational tool that helps teams clarify the values that genuinely guide decisions when pressure is high.

Why This Tool Helps

Because values only help if they are lived

Naming values once is useful. Identifying the values that guide behaviour under pressure is what makes them usable.

Because pressure reveals priorities

When decisions are difficult, what matters most becomes clearer.

Because assumptions create misalignment

Making values explicit reduces misunderstanding and hidden expectations.

Because shared language builds consistency

Clear values help teams make similar decisions in similar situations.

Because clarity builds trust

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

Because values guide trade-offs

When not everything is possible, values help determine what to protect.

Who This Tool Is For

Anyone working in a busy school environment who contributes to shared decisions and wants clarity about what matters when pressure is high.

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



When to Use This Tool

Use when you notice:

- Decisions feeling uncomfortable or unclear
- Competing priorities causing tension
- Pressure influencing choices
- Misalignment across a team

Ideal moments:

- Before using the Values Compass
- During team planning or review discussions
- After a difficult or contested decision
- When alignment feels uncertain
- At the start of applying other WE: tools

How to Use the Values Discovery Tool

1 Start with a real decision

Think of a recent decision that felt pressured, difficult, or uncomfortable.

2 Notice what mattered in that moment

Identify what you were trying to protect, prioritise, or avoid.

3 Name the values in plain language

Use simple words or short phrases that reflect what genuinely mattered.

4 Reduce to four shared values

Group similar ideas and agree on four values that guided the decision.

5 Carry the values forward

Use these values consistently in the Values Compass and other WE: tools.

Important to remember:

- * This is not about defining ideal or aspirational value
- * It focuses on lived decisions, not identity statements
- * Values help guide choices when trade-offs are unavoidable

Notice. Act. Prevent.