

STAND UP/SIT DOWN ICE BREAKER

Community Conversation # 1



Welcome & Introductions

- Facilitator introductions.
- Switch seats.
- Introduce yourself to the person on your left and right.
- Try and meet new people through the day.



Objective

- Warm up and build engagement.
- Start thinking about our community and future culture of our workplace.



Instructions

- A series of statements will be read. Quickly **stand up or raise your hand** if the statement applies to you.
- Look around the room at who is standing and sitting.
- This is a silent activity. Notice your reactions. There will be time to debrief the activity at the end.
- There will be a degree of ambiguity - so go with your gut instinct when responding to a question.

Statements

- I have been a staff member at Berkeley for 0-10 yrs.
- I have been a staff member at Berkeley for 11-20 yrs.
- I have been a staff member at Berkeley for more than 16 yrs.
- I am not a supervisor or manager.
- I was born in a country outside of the United States.
- I was born in a continent outside of North America.
- I have lived in another state other than California.
- I can speak two or more languages.
- I attended UC Berkeley as a student.
- Most days, I enjoy coming to work.



Statements

- I prefer cats to dogs.
- I am a Golden State Warriors basketball fan.
- I have a community of support outside of work.
- I have someone I can trust and turn to for help or advice.
- I would like to work in an environment where I have friends.
- I would like to have pride in the work that I do.
- I would like to work in an environment where a sense of fairness is promoted.
- I would like to work in an environment that inspires employees to feel their work has more meaning than just a job.

Statements

- I would like a workplace where new employees are welcomed and integrated into the culture.
- I would like senior managers to share information with employees and foster transparency at work.
- I would like a workplace that shows appreciation for employees extra effort and/or teamwork.
- I would like a workplace that has policies/practices that promote equity b/w employees & managers.
- I would like to experience a sense of community at work.

Debrief

5 minutes

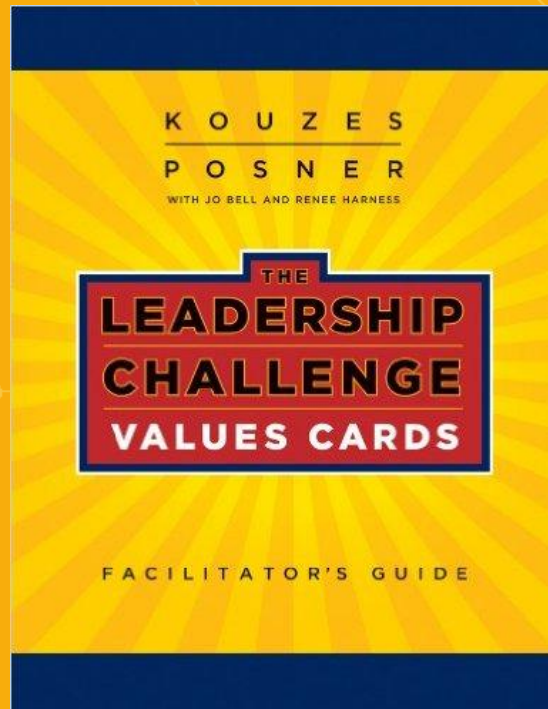
At your small table, discuss...

1. What are some general reactions to the activity?
2. How did you feel when there were not a lot of people standing with you, or if you were one of a few sitting?
3. How did you feel a sense of community during the activity?



STRATEGIC VALUES CARD ACTIVITY

Community Conversation # 1



Introduction

This card game is designed to discover **shared organizational values** that will guide the Student Affairs cultural aspiration below.

"Student Affairs is a great workplace where staff trust the people they work with, take pride in what they do, and feel a sense of community in support of the student experience."



Values

Values can be thought of as our internal compass. Student Affairs will use these core values to shape:

- Interactions with staff, students, and customers
- Decision making
- Recruitment
- Training
- Performance
- Recognition



Context Setting

- This is an evolving process of discovering shared organizational values that will continue through the afternoon session, walkthrough, and survey.
- Framework based on Dick Axelrod's Terms of Engagement



Put Your Values on the Table

10 minutes total

1. Review the 52 potential values listed.
2. **You have 5 minutes to select 2 values** you deem most important to guide the cultural aspiration.
3. Place dot votes representing your 2 values on the poster.

******Facilitators circle highest votes (up to 15 maximum).***

- Ambitious
- Broad-minded
- Caring
- Competent
- Cooperative
- Courageous
- Dependable
- Determined
- Fair-minded
- Forward-looking
- Honest
- Imaginative
- Independent
- Inspiring
- Intelligent
- Loyal
- Mature
- Self-controlled
- Straightforward
- Supportive



Combine and Align

15 minutes total

1. Review the 15 cards on your table. *You can write a new value, not represented, using a blank card.*
2. Discuss the values and narrow them down to 3 most important to guide the cultural aspiration.
3. Table facilitators post selected values on wall to review.



Passion Pitch

10 minutes total

Each table presents 2 minute “pitches” to the room



STUDENT AFFAIRS

GO **BIG**

UC BERKELEY

Berkeley
UNIVERSITY OF CALIFORNIA

Dot Vote

5 minutes

1. Place 2 dot votes on the values most important to guide the cultural aspiration.

******You can place 2 dots on one value if you wish.***

2. Facilitator reviews results.



Select Spokesperson

Select a spokesperson to deliver a 2 minute “pitch” for the room’s 3 shared values in Krutch Theatre.



Debrief

10 minutes

- How did this activity feel?
- How was the process of selecting values individually, within your team, and as a room?
- Why did we select these values?

