

# Metro North Health CULTURE & ENGAGEMENT



## Values Spotlight Activity

**Time:** 5 – 10 minutes.

**Optional Tools to use:** ViA Framework and Core Behaviours, Look-Feel-Sound team behaviour prompts, Team Values Charter (for alignment)

**Participants:** Team.

**Values in Action:** Compassion, Respect, Teamwork, Integrity, High Performance.

**Outcomes:** A simple, high-impact activity to bring the Metro North values into everyday team conversations.

### Purpose

The Values Spotlight helps teams recognise, discuss, and deepen shared understanding of the Metro North Values in Action (ViA) behaviours. It strengthens team culture by:

- Making values visible in everyday work
- Identifying positive behaviours worth reinforcing
- Surfacing value tensions, dilemmas, and learning opportunities
- Encouraging reflection, alignment, and psychological safety
- Building consistency across teams and leaders.

### When to use this activity

- At team meetings (5-10 minutes)
- During leadership huddles
- At the start of a project or cycle
- After a challenging event, safety incident, or service pressure
- During onboarding or team transitions
- As part of recognition or celebration moments.

## How to run the activity

### Step 1: Choose a value to spotlight (1 mins)

Select one ViA value for that meeting (e.g. Compassion, Teamwork etc.).

**Tip:** You may rotate through values each month or choose based on current priorities.

### Step 2: Share a real example (2-3 mins)

Invite one team member (or the leader) to share:

- A moment they **observed** the value in action, or
- A moment they **personally demonstrated** the value, or
- A moment they **received** support aligned to that value

You may prompt with:

- *“What did the behaviour look, feel, or sound like?”*
- *“What impact did it have on you or others?”*

### Step 3: Reflect as a team (2-3 mins)

Ask 1-2 quick questions to deepen understanding:

Reflection prompt options:

- *“What made this a great example of our ViA behaviours?”*
- *“What enabled this behaviour?”*
- *“How does this example help clarify ‘what good looks like’ for us?”*
- *“What could we build on or try next time?”*
- *“What value-based behaviours are critical over the next month?”*

Keep it quick and positive.

### Step 4: Identify one small action (1 min)

Close with a simple, achievable action the team can take before the next meeting.

Examples:

- *“This month, let’s check in more intentionally with each other.”*
- *“Let’s bring Teamwork into our handover conversations.”*
- *“Let’s recognise one colleague each week who demonstrates Integrity.”*

Capture the action in your meeting notes.

# Variations

## 1. The recognition spotlight (2–3 mins)

A team member recognises another person:

- *“I saw you demonstrate Compassion when you...”*
- *“This behaviour made a positive difference because...”*

Helps embed peer-to-peer recognition.

## 2. The dilemma spotlight (5–7 mins)

Use when a values tension arises. Ask:

- *“Which values were in tension here?”*
- *“What made the decision difficult?”*
- *“What behaviour aligns most strongly with our ViA expectations in this scenario?”*

Supports integrity, safety, and consistent decision-making.

## 3. The future focus spotlight (2–3 mins)

Ask:

- *“Which ViA value do we need to lean into this week?”*
- *“What behaviour will help us be at our best during this peak period?”*

Perfect for service pressure or change periods.