

**Life's Choices is an interactive and far-reaching values exercise that enables participants to discover more about how values affect our behaviour and how important they are in business, life and organisations generally.**

Business values are the core principles or standards that guide the way you do business. They sum up what your business or organisation stands for, and what makes it special. While business plans and strategies may regularly change the core values of your business generally remain the same.



Aligning the values and behaviour is important to any business and involving employees in defining its values and behaviours shows that you say what you mean in practice.

The role of the facilitator in the process of recognising values is important. You will need to build trust and draw out what participants really think and feel; but there are not any right or wrong answers.

### User's Comments

*"There is a lot of good material provided with this game. I use different sections on many different courses and at meetings. It is simple to run, yet brings out so many learning points."*

*"Life's Choices got people to open up as part of the game. We achieved a better understanding of each other's values."*

### How this values exercise works

Life's Choices is set out in six sections. This enables you, the facilitator, to choose whether to run one section or up to six.

- S. 1 Your Values - From the 126 listed values, participants select five values they think most represent them or are important personal characteristics. The chosen values are shared with the group and the facilitator leads a discussion and debrief.
- S. 2 What do you see? These 6 questions create awareness that what we see and hear, is often different to what others are seeing and hearing. Yet we can form our values on this. It is important to see and hear things from another's perspective.
- S. 3 Personal Values in Life - How would you react in dealing with various problems? Each team member will be given a problem and possible solutions on separate cards. The group discuss the possible solutions and agree the best answer. They may also agree not to agree!
- S. 4 Life's Choices with Moral or Social Implications - Discussion topics on business values - making decisions with moral or social implications.
- S. 5 Life's Choices in business - Challenging questions to see if they apply their values to work situations.
- S. 6 Values for your business - A structured approach which encourages participants to look at your existing business values to see if they are still relevant and consider others.

These are some examples from the exercises in the sections

## Section 1



## Section 2

**Life's Choices – What do you see?**

You have a **maximum of 5 minutes** to complete this exercise. Please read the instructions and write the answer in the space provided.

**Question 1**  
How many times does the letter F appear in the sentence below?

FEATURE FILMS ARE THE RESULT OF YEARS OF SCIENTIFIC INVESTIGATION COMBINED WITH THE DESIRES OF MANY PEOPLE

Number of F's = .....

**Question 2**  
Describe what you see here:

**FLOP**

Your answer: .....

**Question 4**  
Place the next letter F so it fits in with the sequence

A \_\_\_\_\_ E  
B C D

## Section 3

**Life's Choices - Personal Values in Life**

**Career**

Your immediate manager has asked you to work late to go over the briefing for a meeting that has been planned for the next day. You have been planning to take out your partner to a screening of a new film and to a restaurant, but you have not booked anything or told them of your intentions.

Do you:

- ask your manager if it will be possible to go ahead with a briefing earlier in the day so you could still go ahead with your plans?
- tell your manager that you don't feel well and need to go home at the usual time to rest?
- work late and abandon any plans to take your partner out, missing the film screening?
- try to keep everybody happy by staying late but attempting to finish the briefing as soon as possible, rushing back to take your partner out, albeit just for a meal?

**Life's Choices**  
**Scenario: Honesty**  
**Solution 1**

Approach and ask her to come to the office where she should be asked to empty her pockets. The company has a 100% prosecution policy for shoplifting.

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**Life's Choices**  
**Scenario: Career**  
**Solution 4**

**Life's Choices**  
**Scenario: Career**  
**Solution 3**

**Life's Choices**  
**Scenario: Career**  
**Solution 2**

**Life's Choices**  
**Scenario: Career**  
**Solution 1**

Ask your manager if it will be possible to go ahead with a briefing earlier in the day so you could still go ahead with your plans.

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## Section 4

**Life's Choices - Moral or Social Implications**

**Business decisions with moral or social implications**

Discussion topics

Lead a whole group or groups to discuss and present their thoughts.

- Should you employ a foreign worker in preference to local employees?
- How can you ensure that a fair opportunity for both male and female employees is present in your company?
- Should you employ trainees in your company or should you look to take on fully trained employees?
- At what age do you think employees should retire?
- Is job-sharing a good practice or does it cause problems of continuity and increase the number of employees?
- Should you encourage competition amongst employees by having prizes and rewards for achievements or does it affect the 'team building' approach?
- Should the company be flexible in the holiday policy? Does this cause resentment from employees who are single, have no children, living away etc?
- Are flexible hours a good or bad practice for efficiency?

## Section 5

**Life's Choices in Business**

**Stealing**

Your company has a firm policy regarding cases of stealing of company property.

Chris is going to retire in six months after thirty five years' service as a computer engineer with your company. He wants to continue working on computers as a hobby when he retires, so he makes an expensive company laptop defective and gets a new replacement. He is allowed to keep the 'defective' laptop.

You are Chris's manager and overhear Chris talking about what he has done to a work colleague.

What would you do?

**Life's Choices prompts open communication about personal values. The result is the participants get an insight into what drives people's behaviour in business, social, personal and moral life choices and decisions. It is useful to enable participants to see if they display "above the line and under the line behaviours?"**

**Above the line behaviours:** Taking ownership of the situation; taking action; doing instead of complaining; leadership or forward thinking.

**Under the line behaviours:** Denying responsibility; blaming others; citing confusion as a reason for inaction; asking others what should be done; claiming that they can't do it; or just waiting to see if the situation will miraculously resolve itself.

This game is used effectively in many different situations such as:

### **Icebreaker Activity**

Used to open various training sessions. It encourages participants to be open and discuss real issues.

### **Assessment Centres**

An invaluable tool which encourages candidates to reveal a truer reflection of their values and personality. This helps to discover those who will thrive alongside existing values or act as a breath of fresh air!

### **Company Values Cascade**

Help educate individuals and teams in the company's values. Allow participants time to discuss what each value means to them and how they could support them.

### **During Changes**

Help to provide clarity and develop strong teams with common goals when new teams are forming and members feel vulnerable.

### **Conference and Away Days**

Used as an opener, closer or to provide structure for the day. Life's Choices will add both variety and a healthy dose of self-awareness. It provides a comfortable way of establishing team values.

### **Team Meetings**

Used to promote emotional intelligence amongst the team, address any challenges and set actions to revise processes and behaviours.

**Timing:** This training activity runs for 20 minutes to 4 hours + a debrief

**Numbers:** Any number up to 30 participants for each game.

**Who:** Staff at any level.

**PC required:** None.

**Licence Free:** There are no restrictions on the number of times you can use it.

**Cost to buy:** £295 + delivery and VAT (if applicable).

We will also run this game for you, please contact us for details.

**For further information please contact:**

**Liz Garrard  
Training Co-ordinator  
Elite Training European Ltd  
3 Parkers Place  
Martlesham Heath  
Ipswich  
IP5 3UX**

**Telephone +44 (0) 20 3290 1473**

**Email: [liz@elitetraining.co.uk](mailto:liz@elitetraining.co.uk)  
Website: [www.elitetraining.co.uk](http://www.elitetraining.co.uk)**