

## Understanding Employees' Definitions of Value, Part One

But for now, here are a few things I want you to do to get comfortable with this process before you begin facilitating it with your employees.

1. Since few of you will have much experience facilitating processes such as the one I'll be outlining for you, I want you to complete some preliminary steps. Doing so will prove beneficial in two ways:
  - It will help you become more comfortable doing the things I'll encourage you to do in subsequent pieces, and
  - It will help you be more empathetic in your interactions with employees
2. Begin by making a list of the ten most important things you expect to receive from your employer (this can be the organization for which you work, the executives in that organization and/or your immediate supervisor)
3. After completing your list, I want you to rank those ten expectations in their order of importance to you
4. Now, starting with the one you've ranked #1 and continuing through your list of ten, I want you to specifically describe the things your employer would have to do to meet that expectation. Be specific; pretend that the description you provide would become the model for the things your employer would do
5. Finally, for each of your ten expectations, I want you to define the value you associate with having that expectation met. Why is each of your expectations important to you?

**512-306-1797**