

Values in action cards - guidance for use

The Values in action cards are part of a suite of resources that includes posters, values workshops, and *Values informed practice He mahi whai tikanga* (Te Pou o te Whakaaro Nui, 2018). The cards can be used in several ways with people and whānau we work with.

The cards can be a valuable tool to use in practice. They promote interaction between a worker and people or whānau accessing services. They are a focus for working together. This helps engagement with people and whānau. As a 'hands-on' tool the cards may be used with talk therapies.

Working with colleagues

- You can use the cards with your team members as part of a values workshop. For example, pick out a values card and describe how it looks when that value is demonstrated.
- Gift a card to a colleague when you see the value being demonstrated at work. This might be a follow-up activity from a team workshop.
- Look at the cards in a team meeting and choose one value for the team to focus on in their current work.
- Bring out the set of cards and refer to the values when exploring a project or topic. This can be useful when there are challenges or conflicting views.
- Choose a card with a value that you want to focus on in the coming week. Keep it on your desk or wall as a prompt.
- Use the cards during a supervision session to reflect on values that currently influence your work with people and whānau, or as part of your project work.

With people accessing services

- Be clear about the purpose of using the cards and whether the timing and context is appropriate.
- Use the cards as part of an introduction of yourself and your service. For example, spread the cards out on a table, explain the values that are important to you, and ask the person you are working with what is most important to them. They might identify other values that are not shown on the cards.
- Ask people to rate what values are most important to them and what it means to their wellbeing.
- People may choose to set a goal that relates to a value that is most important to them.
- Suggest that people you are working with can give you a card when they notice you demonstrating that value.
- 'Hope' is a key value to focus on. Explore what hope means for people, what provides hope, and who inspires hope for them.



Things to be mindful about

- It is important we show respect for the cards and the whakataukī they provide. Avoid damaging them or leaving them scattered about.
- Consider whether the cards are the best tool for a situation.
- As with any activity, ensure you explain to people what you are going to do, and ask permission to do the work together.
- The cards are unlikely to cause offence, but they may prompt unexpected or strong reactions for some people. It is important these responses are validated, and people and whānau are well supported when this happens.

Please share your ideas about using the values cards with us - email Trish.Gledhill@tepou.co.nz

Practice example 1

A district health board (DHB) community addiction team recently attended a values workshop facilitated by a leader with lived experience and their team leader. Following the workshop, posters were displayed in the staff room and team members were each given a set of cards. It was agreed that team members would give colleagues a values card when they saw a specific value demonstrated.

Andrea, the occupational therapist, gave Anaru a manaaki card when she noticed him being kind and supportive while taking time to help Sue, a new staff member who was having trouble using the IT system. Anaru commented at the next team meeting that he felt a little embarrassed yet valued by being given his card.

Practice example 2

Marie, a clinical nurse leader, was holding a first session with Jo, a new person admitted to the day programme. Marie asked Jo if it would be OK to show her some new values cards that the team had just received.

Marie placed the cards on the table between them. She explained that these were important values to the team and asked Jo what values were important to her. Jo talked about the importance of whanaungatanga to her whānau. They explored what this value meant to Jo, what whanaungatanga would look like every day, and in her treatment plan.

At the end of the session Jo said that talking about the cards was a meaningful part of the session in helping her decide her goals. Jo chose to keep this card with her.

