

# CORE VALUES WORKSHOP OPPORTUNITY FOR FRC TEAMS

Effective organizations and teams have a set of core values, guiding principles that dictate behavior and help distinguish between right and wrong. For *FIRST* teams, developing a set of core values can improve team dynamics and provide an ethical guidepost that guides decision making. Team core values can build on the fundamental *FIRST* core value of gracious professionalism so that a team can fulfill its specific mission and realize its vision.

An opportunity is available for FRC teams in the upper Midwest to begin the process of defining and developing team core values with a workshop that will engage students, mentors and coaches. This is a two hour facilitated workshop that has been successfully utilized by FRC teams in the state of Minnesota to develop specific team core values.

Since the fall of 2017, 8 Minnesota FRC teams have used this process to develop core values. Feedback from these teams has been positive and helped to improve the process. 100% of the respondents to a feedback survey rated the workshop outstanding or excellent.

| CORE VALUES WORKSHOP FEEDBACK  |                           |
|--|---------------------------|
|  | % Agree or Strongly Agree |
| Lived up to my expectations  | 100%                      |
| Sustained the interest & participation of my team  | 100%                      |
| Was worth my team's time   | 100%                      |
| Having an outside facilitator was important to the success of the exercise   | 100%                      |
| Was of benefit to my team  | 100%                      |
| I would recommend that other FRC teams complete the core values exercise   | 100%                      |
| <p><i>"Helps us to define important parts of our team that we might not have considered before."</i></p> <p><i>"Whole team effort: every girl (veteran to rookie, senior to freshman) had a voice in the process from start to finish... It was awesome to witness the girls recognize values that they already have - those that they inherently strive toward and those that we as mentors subtly encourage over the year"</i></p> <p><i>"To realize, as a team, what values we should be working the hardest to maintain and hold true."</i></p> <p><i>"I think having an outside facilitator talk about team dynamics was huge. We can talk about it all day, but we are too close to the issues."</i></p> <p><i>"It united our team and showed everyone that their ideas are valued."</i></p> <p><i>"Overall, I think that the core values workshop is an extremely beneficial activity to have and I would recommend all teams go through these decisions. It takes the team that much further and helps to define where you want to see your team going as well as beginning the discussion on how do you get there."</i></p> |                           |

Workshops have been held throughout Minnesota, from La Crescent to the Twin Cities to Duluth to Badger. Please note that this workshop is best done outside of the build/competition season, when all team members are available to participate, and will require some advance prep work.

Facilitator: Yoji Shimizu, PhD has been involved with *FIRST* since 2005 as a parent, volunteer and mentor. Yoji works at the University of Minnesota, where he is a Professor of Laboratory Medicine and Pathology, Associate Dean of the Graduate School, Director of the Graduate School Diversity Office, and Director of the Medical Scientist Training Program (MD/PhD).

If your team is interested in this opportunity, please contact Yoji at [shimi002@umn.edu](mailto:shimi002@umn.edu).