



## Championship Values

Values are among the most stable and enduring characteristics of people. They are the foundation on which attitudes and personal preferences are formed. Our core values are crucial in making vital decisions, determining life directions, and behaving in social interactions. Values help define our morality and our conceptions of what is “good” and what is “right.” Many of our behaviors are a product of the basic values we have developed throughout our lives.

However, a problem with values is that they are generally taken for granted. Most of the time people are unaware of their values and how they shape attitudes and behaviors. Unless a person’s values are challenged they will remain largely undetected. People are not aware that they hold some values as being more important than others. This unawareness leads to actions or behaviors that are sometimes contrary to values, or even leads to confusion about values.

The **Championship Values** exercise is an interactive tool for you to use in determining your values and those of your teammates. As you work through the eight steps to your team’s **Championship Values**, keep in mind that sometimes the best way to stimulate discussion of values is to pose a difficult situation that demands a hard look at how a value will help you best resolve the situation. For additional resources for value-driven leadership consider *The Academy for Sport Leadership’s Case Studies*.

**Step 1** Each team member is to think through the values (Relationship Oriented and Results Oriented) and identify circle the sixteen (8 Relationship / 8 Results) most important values—for you as a member of this team. Be sure to carefully think through just what the value is and why it’s important to you.

**Step 2** Fill in the brackets with your eight (8) Relationship Oriented values on the left side and eight (8) Results Oriented values on the right side. Do this exercise individually.

**Step 3** Pitting value vs. value tournament style. After placing all sixteen values in the brackets, determine a winner and move the winning values along toward the middle of the chart.

**Step 4** Once you’ve completed your **Championship Values** tournament you’ll have identified *your* top four values (2 Relationship / 2 Results). Be sure that you’ve thought through the value of each value!

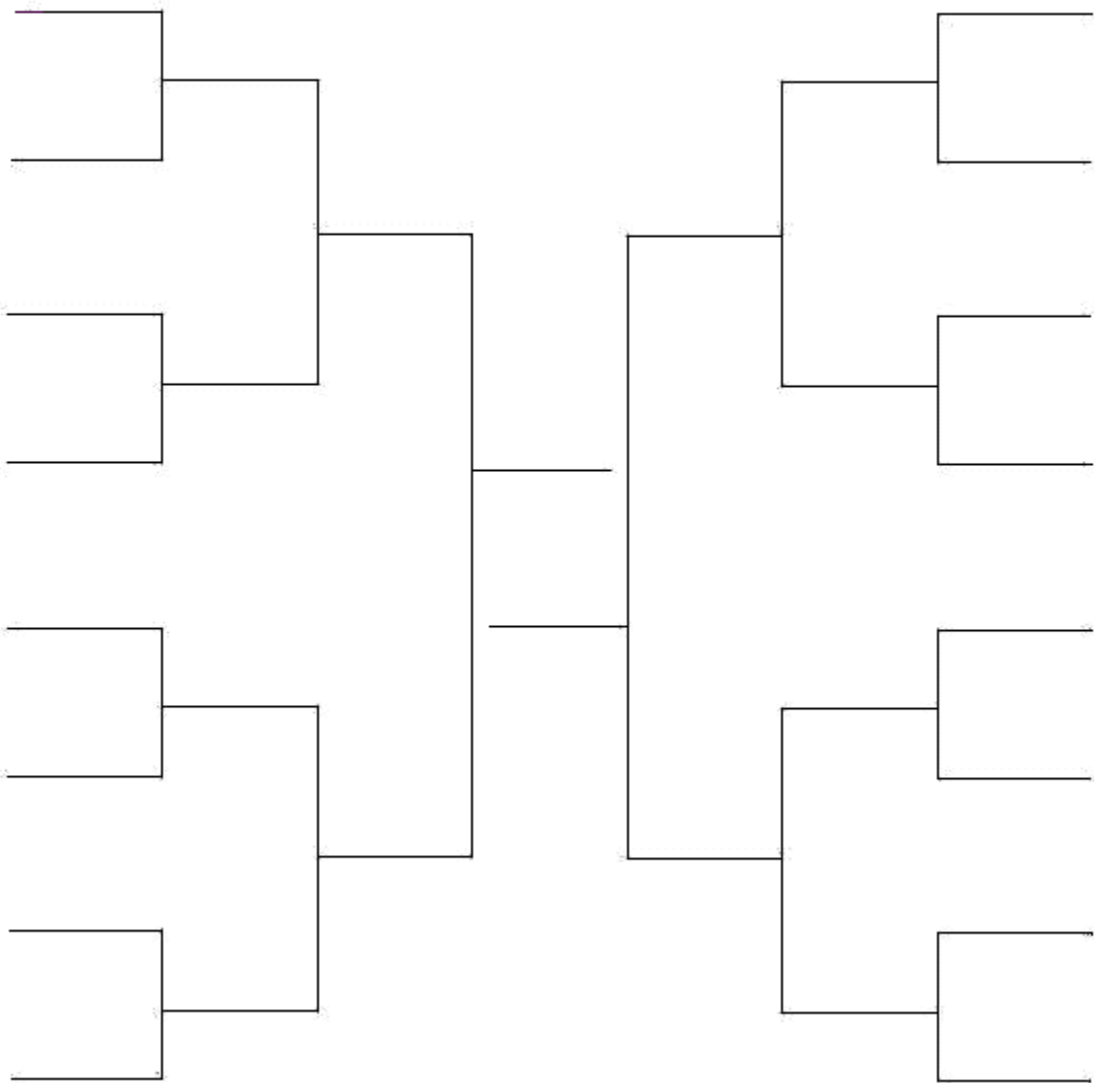
**Step 5** Now split your team into triads (groups of three) and discuss the values. As a triad come to an agreement on 16 values and fill out the brackets. This should take some time as you and your teammates will need to work through personal differences to reach shared values.

**Step 6** Once you’ve got the 16 shared values begin your tournament. At each stage engage in meaningful conversation to identify a winning value.

**Step 7** Once you’ve completed your **Championship Values** tournament as a triad, begin the same process as a team. When you finish your tournament you will have identified four (the final four values) values that will be strongly internalized, advocated, and acted upon by all team members. The discussion should reveal values a clear-cut set of values for you and your teammates—standards of behavior towards one another and individual and team performance.

**Step 8** Do the **Championship Values** exercise as a complete team. Your goal is a relationship between team members based on shared, strongly internalized values that are advocated and acted upon by all team members.

<b>RELATIONSHIPS</b> Discuss what it is and why it's important to you and the team	<b>RESULTS</b> Discuss what it is and why it's important to you and the team
Respect Selflessness Perspective Courage Responsibility Accountability Collaboration Community Recognition Equality Forgiving Polite Caring Consistent Honesty Adaptable Flexible Appreciation Belonging Initiative Calmness Candor Commitment Empathy Encouragement Loyalty Optimism Patience Playful Reliable Spiritual Restraint Self-Control Sophistication Thoughtfulness Trustworthy Unity Status Popularity Positive Communication Sacrifice Empathy Coachable/Teachable	Discipline Passion Certainty Initiative Change Challenge Bravery Boldness Accurate Advancement Assertive Consistent Discipline Collaboration Tenacity Imagination Resilience Responsibility Courage Achievement Commitment Competence Energy Ethics Excellence Fun Individuality Learning Making a Difference Optimism Passion Preparedness Recognition Resourceful Trust Wisdom Valor Accountability Sacrifice No Excuses Focused Coachable
Select your top 8 relationship values and place on this side. Pit one value against another, determine winner. Complete like a tournament.	Select your top 8 results values and place on this side. Pit one value against another, determine winner. Complete like a tournament.



**CHAMPIONSHIP VALUES**  
 Goal: A relationship between team members that is based on shared, strongly internalized values that are advocated and acted upon by leaders and followers.