

Activity 1.27 Values and passions (Social Enterprise)

Module: 1. Identity and Culture

Duration: 90 Minutes

Social Development Themes: Social Enterprise

Summary

This activity is an opportunity to explore personal values and interests and link them with social enterprise, value driven leadership and value driven organisations.

Participants draw a picture representing themselves with a heart in the centre. Around the heart they post words representing the things which are important to them. The closer to the heart, the more important it is. Participants share in pairs and in the wider group before debriefing.

Learning Outcomes:

Team Understand how Identities and Cultures form, are expressed, change and are connected.

Value different perspectives

Social Enterprise Leadership and Values

Preparations and Materials:

Pens, flip chart paper, an example outline of a person with a heart.

Approach:

1. Ask participants to individually take half a sheet of flipchart paper and draw a large basic outline of a person or another image which they feel represents them (an animal or object) At the centre of the figure they should draw a small heart.

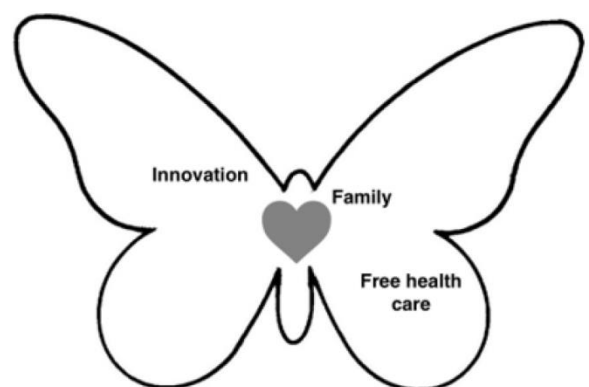
2. Participants then take Post-it notes and write the things which are important to them as individuals focusing on their values and their passions (at least 7 things). They are free to include anything such people, places, ideas, opinions, beliefs or activities. For example they might 'family', 'justice', 'mountain climbing' or a specific hero.

3. They should then place the Post-its on to the sheet, closer to the heart if it is important and further away from the heart if they feel it is less important to them.

4. Ask the group to get into pairs, ideally with people they don't know well, and share with the other person about themselves. Ask participants to share stories which explain why those values are important to them. Participants should share only what they are comfortable with sharing. You may also want to ask the pairs to share how they feel the things they are passionate about have influenced them as social enterprise leaders.

5. Now ask the group to place all of their images together (on a wall, tables or the floor). Invite participants to walk around all the images, noticing similarities, differences and things which make them curious.

Example image



Debrief

Invite the participants to sit or stand around the images and do a general de-brief. Some questions and issues you may want to raise are.

1. How did that activity make you feel? Why?
2. Explain that talking about things we care about motivates us and can make us feel proud. It can also make us feel more motivated and connected with others. To motivate people and build trust and understanding we need to understand their passions and values and touch their heart as well as their head. This is also true for ourselves as social enterprise leaders.
3. Note that sharing about ourselves can also sometimes make us feel uncomfortable and vulnerable as we reveal things to others about ourselves and discover things about others. Sharing with others (whether within your social enterprise or in the community) is challenging, takes time and sensitivity.
4. Were there similarities in the group? Note: there are some values and passions which seem universal, in fact we often share common identities with many people including those whom we assume to be very different than us. This is important because when we build relationships and trust in the community or with businesses and decision-makers it's important to acknowledge our shared values as well as our differences.
5. Were there differences? Why?
6. In the group each of us have experienced life in a different way. We should value the different perspectives. By understanding more about the different perspectives we can see a bigger picture and discover unexpected insights about ourselves and our social enterprises.
7. Share with the group: 'these pictures tell us something about our values and passions. Can anyone share an example of when their values and passions changed?' E.g. When I became a mother or father. After the war broke out.

When I experienced 'x'.

8. Ask: 'Does the same apply to our cultures? For example do our national culture or ethnic culture also change?'
9. It's useful for social enterprise leaders to be conscious of how individuals and cultures form and change. This can help us to respond to the passions and values of the people around us as they evolve. As well as responding we can also play an important role in strengthening values and passions within our communities and within ourselves.
10. How are social entrepreneurs motivated by their values?
11. When we reflect on our culture – do we live in an enterprising culture? Are we entrepreneurial in spirit? Do we have the freedom to be entrepreneurial? – to take risk, create and test new ideas, use our resources in different ways?
12. How are your local economies influenced by local cultures? Are businesses run cooperatively between people, or in self-interest? Is it possible for individuals to do things differently?
13. Through becoming a social enterprise leader what has changed? What do social enterprise leaders have closer to their hearts than private sector enterprises?

To help the group continue to connect with their passions throughout the workshop you can use activities such as the Appreciative Inquiry Interview.