

VISION, MISSION, AND VALUES - EXERCISE

THE 3 STARTING POINTS

Mission and Vision

If your organisation has a vision/mission statement: Are you able to name the vision and mission statements of your organisation without reading them? Try writing them down in your own words and then cross-checking it with what you are saying on your website / foundational documents. Where you close? Do you think that what is written represents reality? To what extent do you agree with these statements and values as a person?

If your organisation does not have a vision/mission statement: Write down a rough sketch of what you think your institution should do, why it should do it and how it should do it. Afterwards read the input document and revise your original sketch. Make the necessary changes in order to feel at ease with both statements, are they something easy to understand and something you can work for?

Organisational Values

Mars Group Exercise - Your Mars Group are the best people in your organisation to help you agree on the core values of your organisation. Find the exercise [here](#).

Now that you have your vision and mission statements and that you have clarified the values of your organisation, think on how these relate to your personal purpose and your own values. Is there coherence between both levels? What do you feel is dissonant?

FROM REFLECTION TO ACTION

Reflection

Writing things down on a paper is rather a small task. The goal is to get the statements and values **embedded in the organisation** or the effort will have been futile. Sit down with 2 or 3 people and brainstorm creative ideas on how to make these a reality in your organisation or to inspire others to become promoters of these statements and values and not just knowledgeable about them.

Action

Rank the ideas that came out during the brainstorming according to “feasibility” and “impact” and implement at least 3.

ADDITIONAL EXERCISES

There are currently no additional exercises for this section