



Supporting and Maintaining Employee and Organization Value Alignment

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Why Value Alignment Matters

Alignment between employee and organizational values connects an individual's beliefs and goals with the purpose of their work. A value mismatch creates conflict, disengagement, and burnout. Staff are more likely to experience career satisfaction when their own values align with those the organization holds.

Pathways to More Reasonable Workloads for Employees

There are several pathways organizations can follow to enhance value alignment between the agency and staff. Those pathways include the development of an ethical work environment, creating shared values that employees engage in defining, and holding your organization and staff accountable to the values that are set.

The best practices included in this guide are recommended by leading national workplace initiatives. Most are already implemented by many agency leaders across northwest Michigan in an effort to establish value alignment between their organization and staff.

Use this resource to identify actionable steps your organization can take to establish and/or enhance value alignment.

Employee and Organizational Value Alignment

Best Practices

Consider implementing one or more of these strategies within your own agency to assess and/or address value alignment among staff and your organization.

Engage Employees

- Involve employees from across all levels of the organization in decision making process; this may include strategic planning and value development
- Consistently seek input on what staff see as strengths and what areas could be improved on within the organization. Make staff-informed changes to show that their concerns are heard and valued
- Seek employee feedback on organizational values and potential misalignments with current practices
- Engage employees from all levels and worksites in refining organization values

Establish Values that are Specific and Future-Oriented

- Values can be more successfully embedded into an organization's daily operations when they are specific, simple, measurable, and actionable
- When orienting employees to organizational values, ask them to provide examples of how these values can become realized within day-to-day practices
- When creating and implementing a new set of values, think about the values your organization needs to embody to thrive, not just right now, but into the future

Incorporate Shared Values into Daily Practices

- Incorporate evaluation criteria into performance reviews/rewards that target organizational values
- Implement ethical guidelines and procedures that are fairly and consistently reinforced

Implement Consistent Communication Channels

- Respond to employee feedback with actions that communicate the importance of shared values
- Incorporate a section on values in organization-wide newsletters
- Host monthly or quarterly employee townhalls that include discussions on values
- Implement "Walking management" (e.g., unscheduled visits and conversations on a consistent basis) to establish and maintain a trusted relationship with staff