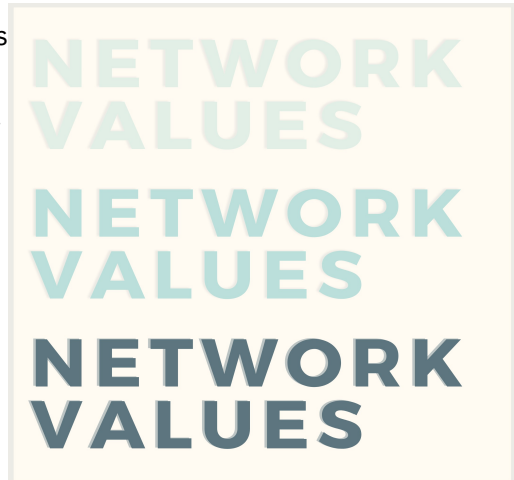


PURPOSE OF NETWORK VALUE SURVEYS

The purpose of having a group or network take a values survey is that it raises awareness of the values and behaviors that enable networks to be system shifting or transformational. It also gives clear information about the specific value areas where they need to work together to help each other shift to more network ways of being. People take the survey, immediately see the aggregated results, and work together to develop strategies for shifting challenge areas.



It's extremely valuable for groups of networks to take the survey every six months (or even more often at first) so that they can see the progress they have made in shifting to network values and identify areas that still need attention.

INSTRUCTIONS

There are two values surveys in this module.

#1 Network Values Checklist

<https://docs.google.com/forms/d/1IAHQjnrKduyUI0zbnTSZtBdOjeUIpgeo5nvhKEoOFE8/edit>

#2 Network Values Dashboard (for individuals and organizations)

https://docs.google.com/forms/d/1gygadOFDLaElPhFbbQ5fg5t06um1fXB4ikJB_q20E/edit

The first one is for individuals. It is used to help individuals identify the areas where they are already behaving from network values. You can have the group aggregate the results of everyone who took the survey so that they can see to what degree they as a group or network have shifted to network values and behaviors.

The second survey has two versions of each question. The first asks the individual about their values. The second asks the individual to rate how their organization ranks in reflecting this value or behavior. Usually the participants will score higher than their organizations. This survey helps people recognize that they cannot simply shift their own values, but need to work with their organizations to shift the entire organizational culture - if they want to be transformative in their impact.

Using printed copies of the survey

You may print out either of the pdf value checklists and hand them out to a group you are working with. Once people have completed, have them share their results with one other person, identifying their strengths and challenges.

You may have a chart paper or two on the wall and put numbers for each of the items on the survey. Give each person 2 red dots and have them place them next to their two most challenging areas. Have them place 2 green dots on their strength areas.

Ask the group to notice the group's strengths (the items with the most green dots). Then ask them to notice the challenge areas (the items with the most red dots). Then in small groups have them identify and discuss strategies to shift their challenge areas.

Collect the strategies on chart paper and have the group identify 2-3 priority actions by raising hands as you go through the list or using dots to identify the strategy they feel is most important to implement.

Using the web values checklist

If you are having zoom sessions for your group or networks, using a web-based google form survey makes a lot of sense since it instantly aggregates the results into graphs that everyone can see if you share screen.

First, decide which survey is more appropriate - the first is for individuals, the second compares individual responses to their organization's culture. You will then need to make a copy of the survey and save it on your drive. To make a copy click on the three dots in the upper right hand corner and select "Make a copy" from the drop down menu. Give it another name and save it

on your drive.

Once saved on your drive you can modify: add or delete or edit the questions to better fit your network.

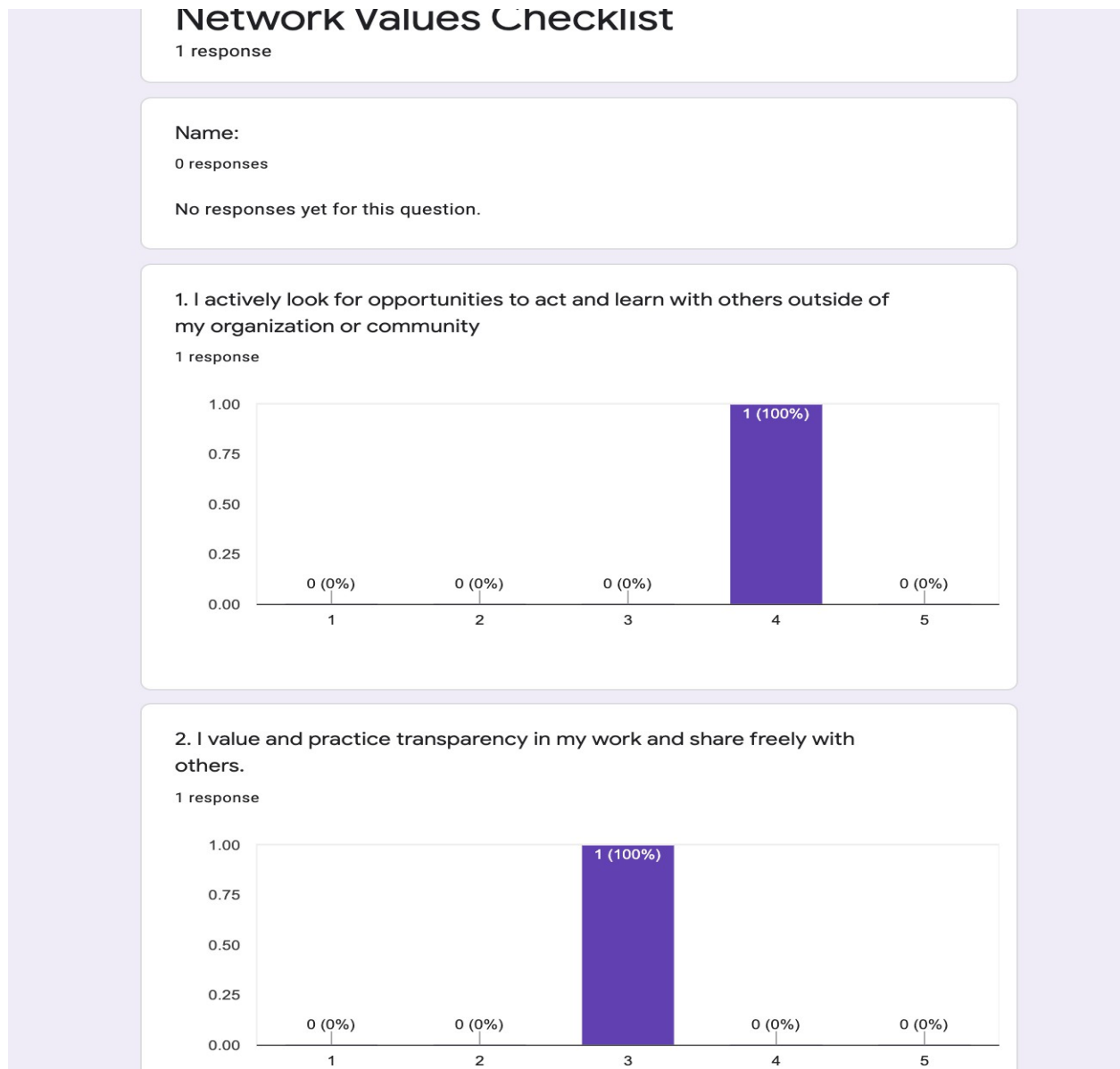
The screenshot shows the Google Forms editor interface. At the top, the form is titled 'Network Mindset Checklist'. Below the title, there is a description: 'This survey is to help you think about and strengthen network behaviors and values.' The main content area displays a question: '1. I am open to new ideas.' Below the question is a horizontal scale with five radio buttons, numbered 1 to 5. The scale is labeled 'Strongly disagree' on the left and 'Strongly agree' on the right. On the right side of the editor, there is a vertical toolbar with icons for adding, deleting, and duplicating questions, as well as a 'Send' button. A dropdown menu is open next to the 'Send' button, showing options: 'Undo', 'Make a copy', 'Move to trash', 'Get pre-filled link', 'Print', 'Add collaborators', 'Script editor', and 'Add-ons'.

During a session explain the purpose of the survey (see above). Then put the link to the survey in the chat. The link you want to share can be obtained by clicking on the purple SEND button at the top right. Then click on the link symbol and then click the box to shorten URL. This is the click to copy into the chat for people to complete the survey.

The screenshot shows the 'Send form' dialog box. It has a title bar with 'Send form' and a close button (X). Below the title bar, there is a checkbox labeled 'Collect email addresses'. Underneath, there is a 'Send via' section with three icons: an envelope icon, a link icon, and a code icon. The link icon is selected and highlighted with a purple underline. To the right of the 'Send via' section, there are social media icons for Facebook and Twitter. Below the 'Send via' section, there is a 'Link' section with a text input field containing the URL 'https://forms.gle/z9gpTCri3v9EHhr68'. Below the URL field, there is a checkbox labeled 'Shorten URL' which is checked. At the bottom right of the dialog box, there are two buttons: 'Cancel' and 'Copy'.

Screen share the survey and click SUBMIT at the bottom, then see previous response. This will

bring up a set of graphs. Wait for people to complete then refresh the URL and you can see the aggregated responses.



Slowly scroll down the results asking people to identify those where the group is strong (mostly 4s and 5s) and those that are challenges (mostly 1s, 2s, and 3s). Either in the full group or in breakout rooms, have people pick one challenge area and identify 3 ways that the group can help people shift in that area.

Identify priorities. Check in the following month to see how people are doing with their challenge areas.

