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# Activity sheet seven: Decide

# Activity 1 – Challenge or accept?

Use these activities to analyse how effectively you leaders notice how you staff behave in line with your culture and values, and to plan what you need to do to make improvements

In a team meeting, share the Skills for Care example values and behaviours staff framework, looking at the values of Dignity and Respect (Inclusion), and Commitment to Quality Care (Compassion).

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Ask staff to work in small groups or as a full group to look at the “don’t want to see” behaviours and discuss whether they think this behaviour is acceptable or not in your workplace, and if it is not acceptable, how could they challenge that behaviour if they saw a colleague they were working alongside displaying it.

You could tailor the activity to include real examples from your workplace, or if you have a values and behaviours framework, use your values and behaviours as examples to reinforce what is acceptable behaviour or not, and how they can challenge the behaviour.

This could be a good activity to include in the recruitment and induction of new staff.

For individual employers you could ask a family member to develop some examples with you and could use this with existing personal assistants (PA’s) and new PA’s as part of their induction and supervision.