IP BEST PRACTICES

Discovering Intrinsic Values

A best practice shared by Ike Fokkema.

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Discovering Intrinsic Values

Enables teams to uncover the intrinsic values that instantly shape leadership behaviour — often misunderstood but highly influential for team dynamics and collaboration.

Key steps

Invite participants to review value cards grouped by theme and select the one that triggers an immediate emotional response.

Ask each person to share their chosen value, ideally connected to a concrete team situation, and let others rate how strongly the same value triggers them, revealing shared sensitivities and differences.

Combine all inputs to make the team's prevailing intrinsic values visible, creating deeper understanding, empathy and a more productive working climate.

CONTACT

InspiringPeople

ADDRESS

Maliebaan 45

3581 CD Utrecht

The Netherlands

PHONE

+31 84 00 38 999

EMAIL

contact@inspiringpeople.com



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