ASK YOURSELF

- Am I helping my colleagues find the link between their own values and those of our department/division/college and University?

- How do my own values align with the institution's values?

ASK YOUR GROUP MEMBERS

- How would you describe the mission of our group?

- What do we do that adds value to the mission, values, or goals of the University?

- What part of the mission of our group most resonates with you?

- What are some instances from the past three months where you felt UMD was living its values and aligned with its mission?

- Are there any policies or procedures that you think are inconsistent with the mission of our group? Of the University?

- At what specific times do you feel your job is important?

SOME BEST PRACTICES

- Ask each group member to write a personal mission statement. Use it as an anchor for discussions about learning, growth, and development.

- Create awareness of the "big picture" of the group/office/department

- Individually explain to colleagues that what they do impacts achievement of the mission of the group/department/University.

- Arrange for your group to interact with campus leaders at least twice a year.

- Help colleagues understand the purpose of specific projects by discussing project objectives, goals, and desired outcomes.