

Making UISKA Core Values Known and Practiced

A practical guide for moving Association values from words on paper into everyday leadership culture.

Main idea

Values become real when they are approved, explained, repeated, used in decisions, reviewed honestly, and connected to real Association behavior.

Why Adoption Matters

Core values should not sit quietly in a PDF. They should become the Association's shared leadership standard: a way to decide, communicate, correct mistakes, and serve members with trust.

The constitution gives the Association structure and authority. Core values shape how Association leaders use that authority.

Adoption Plan

1. Formally adopt them

Approve the values in a leadership meeting and record that approval in the minutes.

2. Explain what they mean

Clarify that values do not replace the constitution. They guide how leaders serve under it.

3. Repeat them regularly

Open meetings with one value and one practical reflection question.

4. Use them in decisions

Before major decisions, pause and test the decision against the values.

Translate Each Value Into Visible Behavior

A value is useful only when people can see what it looks like in action. For each value, define what it looks like and what it does not look like.

Respect looks like

Listening without insults
Correcting people privately where possible
Speaking to members with dignity
Disagreeing without humiliation

Respect does not look like

Shouting down members
Gossiping about leaders or members
Using office to intimidate people
Public embarrassment or humiliation

Practice Plan

5. Ask leaders to commit

Use a simple shared statement: I commit to serve the Association with respect, humility, integrity, transparency, and accountability.

6. Include them in onboarding

Give the values booklet to every new leader, committee member, and active volunteer before they begin serving.

7. Review them monthly

Ask: Which value did we practice well? Which did we fail or neglect? What will we correct next month?

8. Correct through the values

Point back to the shared standard: That approach did not reflect our value of respect.

Make the Values Public and Repeatable

9. Share with the Association

After leadership agrees, publish a short version so members know what they should expect from their leaders.

10. Recognize values in action

When someone demonstrates humility, transparency, accountability, or service, name it.

Simple Implementation Rhythm

When	Action	Purpose
One-time	Approve the values and record them in minutes.	Make them official.
Every meeting	Begin with one value and one reflection question.	Keep them visible.
Every decision	Use the five-question values checklist.	Make them useful.
Monthly	Review what went well, what failed, and what must improve.	Make them honest.
Onboarding	Give the values booklet to new leaders and volunteers.	Make them continuous.

Five Questions Before Acting

- Is this respectful?
- Are we serving members first?
- Is this honest and worthy of trust?
- Have we communicated clearly and quickly enough?
- Can we explain and stand by this decision responsibly?

Adoption formula

Approve, explain, repeat, use, review, and correct through the values. That is how values become Association culture, not just a document.

Prepared for the UISKA leadership team