



# manufacturing Safety Alliance of BC

## **Follow-up Questions from *Webinar / Leading and Managing Change***

### **How do we measure how we uphold these values?**

We talked about assessing values as part of performance management. What companies need to do is create a definition for values behaviours that support it, and behaviours that don't support.

### **What is the personality index you use?**

DESA Behavior Index, DISC is also very user friendly, and also True Color's.

### **Do you think one annual survey is sufficient?**

No - not during change - regular pulse checks are required when going through change or challenging times- many of my clients do quarterly pulse checks and one large survey annually.

### **Are values situational, changeable, or core permanent?**

Companies can define values and when it makes sense for them they can change with what's needed for success (competencies).

Here is the list of links that were shared by participants through the chat:

- Adam Grant developed this free assessment <https://principlesyou.com/>
- [Calm App](#)
- Mental Health First Aid- One Stop HR provides training for leaders and employees on a list of wellbeing topics including mental health and resiliency.
- <https://www.guardingmindsatwork.ca/>
- [Onestophr.ca](#)- list of employee and leadership training sessions, employee engagement surveys, etc.