

Get Familiar with Identifying Core Stories

A core story is not our *stated* story; it's our *enacted* story.

What deep values and core stories do our actions tell?

What values-based narrative does a behavior embody in the world?

Try it on your own: Find a core story at your workplace / in you and your team that's being "lived out," i.e., is evident in existing team behaviors, environment, or culture. Take some notes on it here - what's the behavior you notice? What stories might it tell? If you're working alone, try using my example: My company where we stopped taking lunch breaks.

Try it as a team: What are our behaviors telling us about our core beliefs and stories? In a group, choose a facilitator. Popcorn-style, have a group brainstorm of some core stories - especially invisible ones - that might be behind certain team behaviors, practices, or culture. Remember, we're not looking to vilify or exalt particular stories or behaviors- we're just looking for the connection between how we act, and the core, often invisible / subconscious stories we hold to be true. Also, remember that one behavior might have many possible underlying stories for different people (or the same people on different days!) Brainstorm multiple ones!