



★ Learner Worksheet: Understanding & Applying DEI in the Workplace

Lesson 8: Beliefs, Values & Behavior

💡 **Opening Thought:** Our beliefs shape our values, and our values drive our behaviors.

📝 Reflection

Think about a time you or someone you know was mistreated at work.

- What happened?
- Which values were being ignored or disrespected?

📌 Activity: Values Check

List your top 3 personal values below:

Now, reflect:

- How do these values show up in your daily behavior at work?
- When do you find it hardest to act in line with these values?

📖 **Case Example:** A supervisor says safety is a top value, but ignores crew concerns about faulty equipment.

- What does this reveal about the gap between stated values and behaviors?
- How might this impact trust?

💬 Discussion Questions

- Why is it important for leaders to align behaviors with values?
- How can teams hold each other accountable when behaviors don't reflect shared values?
- What happens to workplace culture when there's a gap between "what we say" and "what we do"?

Action Step

★ One behavior I will commit to this week that reflects my values is: