Steps Description

Step 1: Discuss values fit

1.1. Individually, list your organization's top 3-5 values.
1.2. Reveal and explain these values to each other.
1.3. Reflect and discuss implications:
   - What aspects of our organizational values are similar?
   - What aspects of our organizational values are different? What could be the potential implications?
   - What strategies can we adopt to mitigate any possible tensions that may arise?

Step 2: Discuss working styles fit

2.1. Individually, review the working style spectrum worksheet and mark where on the spectrum your organization lies. Add any working styles particularly relevant to your organization.
2.2. One by one, reveal your organizational working style positions. Compare and discuss contrasting answers for each working style.
2.3. Together, examine your respective positions on each spectrum and discuss the implications:
   - What aspects of your organizational work styles are similar? Is that good?
   - What aspects of your organizational work styles are different? What could be the potential implications?
   - What strategies can we adopt to mitigate any possible conflicts that may arise?

Step 3: Discuss team key personas

3.1. Individually, list on post-it notes detailed information about key members of the partnership team from your organization. Focus on aspects that are particularly relevant to their work in the partnership.
3.2. Together, examine the content of the notes and discuss each individual's information and its implications:
   - How can this affect their work on the team?
   - Which individuals may work particularly well together?
   - Who may potentially clash or conflict?
   - What strategies can we adopt to mitigate any possible conflicts before they occur?