

# The '90s Want Their Core Values Back

## Episode 380

### *The '90s Called (Part 3)*

The '90s called, and they want their core values back. In Part 3 of our series, Sean and Amy discuss how churches can move beyond generic “permission to play” values to define authentic, culture-shaping behaviors that drive real organizational change. They cover:

- Why traditional church core values often end up as meaningless wall art
- The difference between “permission to play” values and true culture-shaping behaviors
- How to identify and define values that reflect who you actually are (not who you wish to be)
- Practical steps for embedding these behaviors into hiring, firing and performance management
- Why senior leaders must model the behaviors they want to see in their culture

Plus, they explain why values should be tangible and observable, share real examples of effective culture-shaping behaviors and provide guidance for leaders who want to intentionally shape their organizational culture through clear behavioral expectations.

### *Key Quotes*

1. AMY: “Churches often have these beautifully worded values, but they don’t translate into actual behaviors that shape the culture.”
2. AMY: “Your culture, whether it’s healthy or toxic or any place in between, will do more to impact the fulfillment of your mission than whether or not you have clearly articulated values or discipleship outcomes.”
3. SEAN: “This is not an aspirational list of who we wanna be. These culture-shaping behaviors are the reflection of those top leaders in our organization.”
4. AMY: “Don’t let behaviors and attitudes that go against the culture that you’ve agreed upon continue.”

### *Self-Assessment: How Are We Doing?*

*Before you begin working on your culture-shaping behaviors, gather eight to 12 people (or five if you’re a smaller church) to help you who already model some of the behaviors you hope to see expanded in your church.*

1. How do the leaders we want to mimic behave? What do they have in common?
2. Out of the list of these behaviors, what are the top four to six that represent the top reflectors of our culture? Make sure the behaviors are tangible and observable.
3. How do we plan to keep ourselves accountable to these behaviors we’ve defined?
4. As the senior leader, when and how will you continue to teach these desired behaviors to the staff?

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