

Introduction:

This lesson is adapted from Kate Berardo's Listening Deeply for Values (see citation below). In the original activity, participants take turns telling stories and attempt to identify the implicit values within their words. In this activity, rather than listening to a classmate or teammate, participants will choose a clip from a movie, podcast, or television show and identify the speaker's values based on their language and the content they are discussing.

Activity Instructions:

1. Before beginning this activity, discuss the concept and importance of values with participants. This discussion can either take place synchronously over Zoom or asynchronously through a discussion board. Ask participants the following questions:
 - What are values? How would you define them?
 - Would you be able to identify your top values right now, if asked?
 - Why is it difficult to identify your core values?
 - Why is it important to understand your own and others' values when working with people across cultures?
2. Explain to participants that they will be engaging in an asynchronous activity that will help them to identify their core values through the process of "listening deeply." Share the following quote from Senge, Ross, Smith, Roberts, & Kleiner (1994) to explain what you mean by this concept:

"To listen fully means to pay close attention to what is being said beneath the words. You will listen not only to the "music," but to the essence of the person speaking. You listen not only for what someone knows, but for what he or she is. Ears operate at the speed of sound, which is far slower than the speed of light the eyes take in. Generative listening is the art of developing deeper silences in yourself, so you can slow your mind's hearing to your ears' natural speed, and hear beneath the words to their meaning."
3. For the activity, tell participants to select a movie or podcast (a television show would work as well) to watch or listen to. This could be a movie/podcast that they're already familiar with, or a new one that they'd like to try out. As they are watching or listening to the piece of media they have chosen, they should practice "listening deeply" to one of the characters/speakers by paying attention to not only the content but also the values that they may be expressing through their language. As they are watching/listening, they should record any words or phrases that they believe offer insight into the values that the character/speaker holds.
4. Using their notes, participants should write answers to the following questions. The facilitator may also choose to have a synchronous discussion based on their responses.
 - What do you believe is important to the character/speaker? Why?
 - If you were able to have a dialogue with this character/speaker about their values, what would you say? What strategies would you use to offer your observations in a way that did not impose your opinion or perspective?
 - What did you learn about the character/speaker? What did you learn about yourself?
 - How might your own values potentially influence what you hear from the character/speaker?
 - What did you learn about the process of listening deeply? What helps? What makes it difficult?

- How did you feel as you were going through this process of listening deeply?
- What was easy about this activity? What was challenging?
- How can you apply what you learned from this activity to your own life?