

- You value helpfulness and trustworthiness. A friend shares information about a new student organization committed to encouraging composting on campus, but asks you not to share information with others until the organization is officially formed. You are also a resident assistant and your building wants to start composting in the near future. You know that your friend's new student organization will be helpful, but you've also been asked to not share that information. How do you remain congruent with your values when they come into conflict?

Have the participants count off by twos or threes to get into small groups. Ask each participant in the small group to share a story of a time when they have been congruent in their values, a time where they have not been, and a time when their values have come into conflict with one another. Remind participants that this is not about feeling guilty or bad, but instead an opportunity for each of them to reflect on how being congruent with our values is difficult and a struggle that is shared by many.

Once each participant has shared in the small group, ask the groups to come back to the large group. Ask for volunteers who want to share their story and/or how they felt going through this activity. As you wrap up, thank the participants for sharing openly and honestly.

Facilitator Notes Revise or add questions that relate specifically to the group participating in this activity. Remember to affirm people that share in the small group. It might be risky and vulnerable for participants to share their stories, so let them know their effort is acknowledged and appreciated. This activity is also an excellent opportunity to discuss what happens when personal values come into conflict and how the context might have an effect on how individuals live their values.

Activity Four: Scenarios

Time: 15 to 30 minutes in large group, 15 minutes in small groups

Learning Outcomes Participants will

- Understand how value congruence exists in everyday interactions.
- Apply their knowledge of Congruence to real-world situations.

Materials

- Paper and pens
- Board or screen (if not using worksheet)
- Worksheet with scenarios (if not using board or screen)

Detailed Instructions Split the participants into groups of 3 to 5 participants. Assign each group a different scenario or assign multiple groups the same scenario depending on the size of the group. Contemporary events in the news may also be good scenarios. Scenarios are listed below; a worksheet or slide deck could be used to share this information:

- *Yik Yak*—Susan is a leader who is well respected in her organization and is considered a role model to her peers. She is a champion for promoting inclusive environments in her organization. Susan constantly speaks up in meetings when offensive remarks are made and challenges her friends to be cognizant of their words and actions. One afternoon, Susan goes out to lunch with friends who are also members of her organization. It is a beautiful spring day and they opt to sit outside to take advantage of the warm weather. Less than a block from the restaurant, a LGBTQ pride parade is taking place. Susan gets on Yik Yak and writes, “Can I have lunch in peace without the rainbow folks parading their sexuality? #getaroom.” Malia, one of Susan’s friends and a fellow member of her organization, is next to her and sees the hashtag in the last part of the message, “#getaroom.” Malia then logs onto Yik Yak to see the entire message and is shocked that her friend Susan would write this. Malia does not say anything in the moment but when they get back to campus, she cannot shake this. Malia is debating confronting Susan on this behavior.
- *Family*—You are attending dinner with your family. Your family gets together one Sunday a month and you are excited to see everyone and catch up. Each family member gives a brief update on what is going on in their life, and what is currently exciting them. You cannot wait to share how you have been working on a campaign to provide women

with equal pay to men. You have never thought of yourself as a feminist, but currently feel that title fits nicely. When your turn comes around, you begin explaining your work on this campaign. You explain how excited you are to participate in the democratic process. As you continue sharing, you notice some of your family members rolling their eyes and appearing disengaged. You try to ignore it and continue speaking until your uncle blurts out, “Why do women complain so much? It’s not like they have to work if they don’t want to. Why even waste your time on this?” You are shocked into silence and leave right after dinner without addressing your uncle or the other family members who were rolling their eyes.

- **Movie**—You love going to the movies. You do not even mind going by yourself as it is a treat for you. Because you look young, the workers at the movie theater charge you the student rate. As a new professional, you do not mind because your salary is not high and you attend movies so often that the discount is appreciated. One afternoon you take your 10-year-old niece with you to the movie theater and when the movie theater worker asks if you are a student and you respond, “Yes,” your niece looks confused. Once you both are seated in the theater, your niece asks why you lied. Your niece states, “You always tell me to be honest but you were not honest today.” You are not sure how to respond.

After you have assigned the scenarios to each small group, give each group time to discuss the scenarios. Ask participants to pay attention to Congruence and how it shows up in the scenario.

Bring the groups back together and ask each group to share the scenario they investigated and how each group saw Congruence (or incongruence).

Facilitator Notes Revise or add scenarios that relate specifically to the group participating in this activity, or adapt the scenarios included. Make sure participants connect these scenarios with the nuances associated with Congruence. You might need to make this connection explicit for participants.