Conversation Guide
Q08: The mission or purpose of my organization makes me feel my job is important

**ASK YOURSELF**

- Am I helping my colleagues find the link between their own values and those of our department/division/college and University?
- How do my own values align with the institution’s values?

**ASK YOUR GROUP MEMBERS**

- How would you describe the mission of our group?
- What do we do that adds value to the mission, values, or goals of the University?
- What part of the mission of our group most resonates with you?
- What are some instances from the past three months where you felt UMD was living its values and aligned with its mission?
- Are there any policies or procedures that you think are inconsistent with the mission of our group? Of the University?
- At what specific times do you feel your job is important?

**SOME BEST PRACTICES**

- Ask each group member to write a personal mission statement. Use it as an anchor for discussions about learning, growth, and development.
- Create awareness of the “big picture” of the group/office/department
- Individually explain to colleagues that what they do impacts achievement of the mission of the group/department/University.
- Arrange for your group to interact with campus leaders at least twice a year.
- Help colleagues understand the purpose of specific projects by discussing project objectives, goals, and desired outcomes.