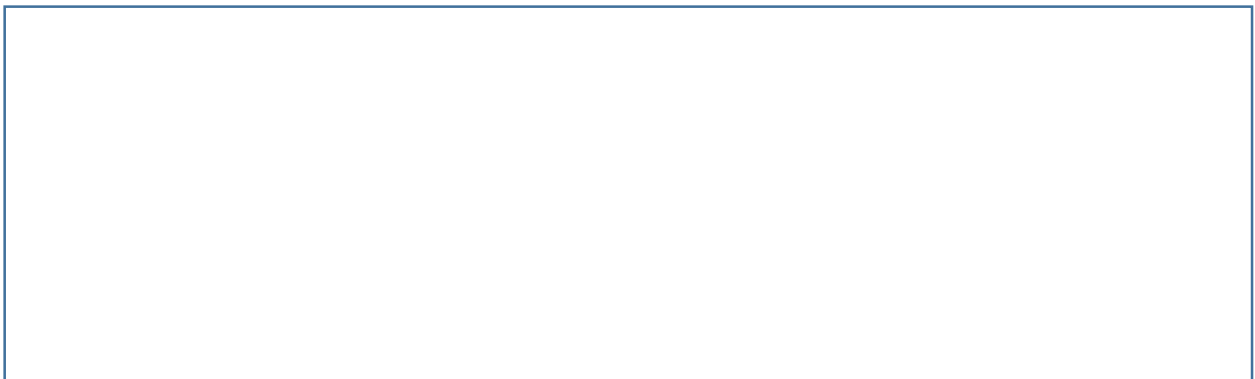


## Map Making: Defining Vision, Mission, Development Plan

Brainstorm **Vision**: WHAT do you want to accomplish, create?

A large, empty rectangular box with a thin blue border, intended for brainstorming the organization's vision.

Brainstorm **Talents/Strengths**: what makes you feel strong? How can you use them at UAB, DOP?

A large, empty rectangular box with a thin blue border, intended for brainstorming the organization's talents and strengths.

**Values:**

- Define your top 5-10 – see example list with 500 values for inspiration
- Rank them

•	•	•
•	•	•
•	•	•
•	•	•

Brainstorm **Mission**: HOW will you achieve your vision? Align your talents, values, passions

Brainstorm **Goals** (think of areas of focus: teaching, research and service; align with vision and mission, use your talents and values)

Remember SMART: Specific, Measurable, Achievable, Relevant, Time-Bound

Goal #1:

Goal #2:

Goal #3:

Goal #4:

Goal #5:

## Core Values Groups

Results	Competition	Teamwork	Compassion
Accomplishment	Aggressive	Appreciation	Acceptance
Achievement	Aggressiveness	Citizenship	Affection
Affective	Ambition	Collaboration	Altruism
Completion	Assertive	Community	Belonging
Contribution	Assertiveness	Connection	Caring
Effective	Bold	Cooperation	Charity
Effectiveness	Boldness	Coordination	Comfort
Impact	Competition	Employees	Compassion
Maximizing	Competitive	Environment	Concern for Others
Maximum Utilization	Decisive	Family	Decency
Performance	Decisiveness	Family Atmosphere	Empathy
Productivity	Direct	Friendship	Generosity
Profitability	Directness	Harmony	Giving
Profits	Dominance	Local	Goodness
Prosperity	Ferocious	Members	Goodwill
Punctuality	Fierce	Partnership	Heart
Results	Intensity	People	Helpful
Results-Oriented	Potency	Relationships	Kindness
Succeed	Power	Shared Prosperity	Love
Success	Powerful	Sharing	Philanthropy
Timeliness	Victorious	Support	Selfless
Timely	Victory	Synergy	Sensitivity
Value	Winning	Teamwork	Service
Value Creation		Unity	Sympathy
Wealth			Understanding

Determination	Commitment	Initiative	Creative
Conviction	Accountability	Activity	Creation
Determination	Commitment	Discipline	Creative
Determined	Continuity	Drive	Creativity
Endurance	Dedication	Eagerness	Curiosity
Firm	Dependability	Empower	Different
Focus	Devotion	Empowering	Differentiation
Fortitude	Devout	Energy	Discovery
Hard Work	Duty	Independence	Dreaming
Perseverance	Faith	Individuality	Fresh
Persistence	Faithfulness	Industry	Fresh Ideas
Persuasive	Fidelity	Initiative	Genius
Resilience	Honor	Optimism	Imagination
Resolute	Loyalty	Positive	Inquisitive
Resolution	Patriotism	Proactive	Inspiration
Resolve	Reliability	Proactively	Invention
Spirit	Reliable	Rigor	Mystery
Strength	Responsibility	Self Motivation	Original
Tough	Sacrifice	Self Responsibility	Originality
Toughness		Self-Directed	Talent
Willfulness		Self-Reliance	Unique
		Vigor	Uniqueness
		Vital	Variety
		Vitality	Wonder

## Core Values Groups

Irreverent	Longevity	Adventure	Capable
Anti-Bureaucratic Anti-Corporate Impious Informal Irreverence Irreverent No Bureaucracy Profane	Anticipate Anticipation Focus on Future Foresight Insight Insightful Intuition Investing Investment Leadership Longevity Mindful Perception Perceptive Self Awareness Stewardship Sustainability Vision	Adventure Adventurous Bravery Challenge Courage Daring Exploration Explore Fearless Heroism Nerve Progress Pursue Pursuit Risk Risk Taking Valor	Brilliance Brilliant Capability Capable Clever Competence Competency Craftiness Craftsmanship Cunning Depth Experience Expertise Fluency Intelligence Mastery Maturity Quality Quality of Work Shrewd Skill Skillfulness Smart Wisdom
Learning	Organization	Awareness	Structure
Continuous Improvement Development Education Engagement Growth Improvement Knowledge Learning Motivation Personal Development Personal Growth Potential Training	Clean Cleanliness Hygiene Neatness Organization Sanitary	Alert Alertness Attentive Attentiveness Awareness Clear Clear-Minded Confidence Consciousness Prepared Responsiveness Watchful Watchfulness	Conformity Control Formal History Holiness Legal Obedience Order Preservation Reverence Rule of Law Serious Stability Standardization Structure Systemization Traditional

## Core Values Groups

Change	Excellence	Safety	Accuracy
Adaptability Agility Change Entrepreneurship Fast Flexibility Flexible Innovation Innovative Speed	Above and Beyond Being the Best Best Best People Exceed Expectations Excellence Great Greatness Perfection Pride	Confidential Confidentiality Discretion Privacy Restraint Safety Security Self-Control Stealth	Accuracy Accurate Attention to Detail Careful Carefulness Concentration Consistency Diligence Meticulous Precise Precision Thorough
Customer Focus	Friendly	Integrity	Sincerity
Clients Customer Focus Customer Satisfaction Customer Service Customers Delight Patient-Centered Patient-Focused Patients Patient-Satisfaction Satisfaction	Accessibility Approachability Approachable Availability Available Communication Friendly Inviting Warmth Welcoming	Candor Character Credibility Ethical Honesty Humble Humility Integrity Purity Trust Trustworthy Truth Virtue	Cordiality Courtesy Encouragement Guidance Hospitality Listening Pleasantness Sincerity

## Core Values Groups

Rational	Spontaneous	Fun	Composure
Certainty Common Sense Correct Down-to-Earth Economy Efficiency Efficient Frugality Level-Headed Logic Moderation Modesty Practical Pragmatic Prudence Rational Real Realistic Reason Resourceful Resourcefulness Temperance Useful Utility	Ease of Use Excitement Exciting Exhilarating Exuberance Expressive Extrovert Flair Intuitive Lively Outrageous Passion Spirituality Spontaneous Surprise	Amusement Balance Cheerful Enjoyment Entertainment Enthusiasm Fitness Fun Happiness Health Hope Hopeful Humor Joy Play Playfulness Recreation Sense of Humor Silliness Work/Life Balance	Calm Calmness Composure Content Contentment Meekness Mellow Patience Peace Poise Reflection Relaxation Rest Serenity Silence Simplicity Solitude Thoughtful Tranquility Unflappable
Freedom	Refined	Significance	Global
Democratic Diversity Equality Equitable Fairness Freedom Impartial Justice Liberty Merit Meritocracy Open Open-Minded Openness Respect Respect for Others Respect for the Individual Tolerance Transparency	Beauty Dignity Elegance Fashion Polish Professionalism Refined	Famous Gratitude Meaning Popularity Recognition Significance Status Thankful	Comprehensive Global International Universal Worldwide