

## Conducting a 'One AARP' Attributes Session With Your Team

You had a valuable learning experience at the March Leadership Conference and now it's time to share that experience with your team. Below are steps for you to conduct a 'One AARP' Attributes Session with your team.

1. Ask your team, "Why do organizations take the time to develop attributes and values?" Help them understand that when everyone is aligned on how they interact with each other, then it is a much more positive experience for each volunteer.
2. Handout one copy of the chart, '**One AARP' Attributes and Behaviors**. Ask them to read and engage in a conversation about the chart: do they have questions? do some attributes seem more important to them than others? do the behaviors make sense to them?
3. Handout one copy of "**Leadership Conference Examples of Behaviors that Support the Attributes**". Ask them to select 2-3 that they think would be very important to your team in their current day-to-day activities. Ask for other examples if they want to add to the list. Ask them to discuss how they can give each other positive feedback for supporting behaviors.
4. Handout one copy of "**Leadership Conference Examples of Behaviors that Undermine the Attributes**". Ask them to select 2-3 that they think would be very important to your team to avoid or correct in their current day-to-day activities. Ask for other examples if they want to add to the list. Discuss how they are going to "give each other permission" to call out any undermining behaviors that arise in the future.
5. Ask someone to make note of the results of steps 3 & 4. Approximately once a month, review these notes with the team to ask for their feedback (giving yours also) on what they are or aren't doing as a team in supporting the 'One AARP' Attributes and making their team interactions more positive.