

AVP Core Values

AVP International endeavours to draw the global AVP community together. One way of doing this is by developing documents such as the AVP Core Values. This document is intended to encourage facilitators and AVP groups to look at themselves and explore how they apply these core values in their AVP work.

The Underlying Core Values of Our AVP Organisation and Workshops

Core values are the fundamental principles that guide our actions and behaviours. The following core values, appearing in no particular order, are present throughout AVP, from our workshops to our organisations, to our daily lives. They influence our behaviour and our way of thinking. They set AVP apart.

AVP-Trained Teams

A community of AVP-trained facilitators working in teams. We practise and model the attitudes, skills, processes and knowledge of AVP. This is present in workshops and throughout the organisation.

Shared Power and Leadership

Enabling everyone to participate in leadership roles. Acknowledging that none of us has all of the answers, we share responsibility and draw on the strengths and wisdom of everyone in the group.

Alternatives

The belief that we always have options and choices in any given situation. We choose how we respond.

Inclusiveness

The conscious effort to acknowledge and consider, without prejudice, all natural and social differences, perceived or otherwise, in the AVP Community. We seek common ground by identifying and embracing differences.

Good Within Everyone

The belief that there is something of value in all of us. We seek to affirm and connect with that capacity for good. We accept each person on their life journey.

Journey of Personal Exploration

The understanding that each person's path is different. We each empower our own path, and begin by being open to change.

Experiential Learning

Doing, listening, interacting with others, and reflecting on present and past experiences leading to reframing perspectives. Re-experiencing the self with peers.

Community

Building, rebuilding and maintaining a sense of belonging, connectedness and safety with others. Respecting and caring for oneself while respecting and being present for others.

Personal Nonviolence

Taking personal responsibility for not harming oneself or others. When we recognise there are alternatives, violence is no longer an answer to conflict.

Consensus

We are all part of this decision-making process seeking to reach an agreement that everyone can accept, work with, and apply.

Safety

Creating an environment that is conducive to collaboration, personal growth and taking risks to change ourselves and our relationships.

Accessibility and Consistency

Staying true to AVP best practices and ensuring our processes, learnings and organisational operations are open, clear and easily understood. This is how we can recognise AVP anywhere in the world.

Mutual Respect

Building strength and confidence in oneself while honouring and connecting with others.

Transforming Power

We are guided by our optimism that when we are open to Transforming Power, every situation has the potential to have a hopeful, positive outcome.

AVP International & AVP USA
Joint Education Best Practices Team
May 2017

What if I think something should be added or removed from the AVP Core Values document?

The AVP Core Values is a 'living document', which means it is reviewed periodically with the possibility of making changes.

The Best Practices team appreciates feedback on the content of the AVP Core Values and will be available during the World Gathering to receive comments and inputs. To communicate with the Best Practices team directly, write to bestpractices@avp.international

What other kinds of best practices is AVP International working on?

The AVP Core Values form a general base for our AVP workshops, our AVP groups and organisations, and our daily lives. The Education Best Practices team has also prepared a booklet on the [Core Elements of AVP Workshops](#) to encourage conversations about the different aspects that make up our AVP workshops. Also, a Corporate Governance working group is developing a code of ethics for the AVP International organisation, exploring further the Core Values and other relevant best practices as these relate specifically to governance.

What is being asked at the World Gathering?

The World Gathering will be asked on which of the Core Values we can find agreement. If the body is in agreement on all the AVP Core Values as presented, the body will be asked if we have consensus to adopt this document as an organisation document of AVP International.

What does this decision mean?

It means asking facilitators and AVP groups to take the time to consider the base from which our actions stem. And to ask ourselves questions like, "Which of these core values do we find challenging?", "Are we aware of these core values in our AVP actions?", "Do we apply them in our daily lives?"

Questions to think about to prepare for this item of business

- How do I and my AVP group feel about the AVP Core Values?
- What do I and my AVP group like about what's presented in the AVP Core Values?
- Do I or my AVP group have any concerns or suggestions about the AVP Core Values?

Please send any concerns or questions to Bronwen at president@avp.international