



Erasmus+



# MENTOR - MENTORING BETWEEN TEACHERS IN SECONDARY AND HIGH SCHOOLS

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# The values of organization.

❖ Organizational culture is defined by beliefs, values and behavior related norms which represent the basic level on the participants perception concerning the things that happen in the organization, aspects that are required and accepted, as well as potential threats.

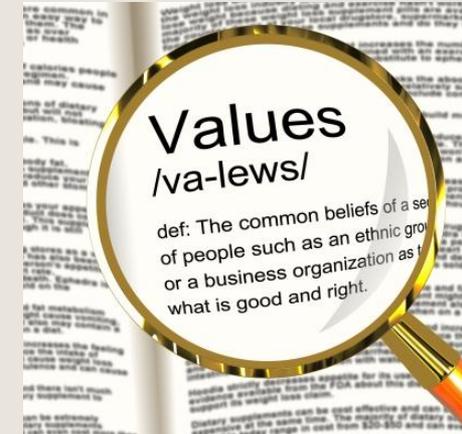


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❖ Norms and values in organizations require a common perception on the things that are important, positive and desired in that given organization.

❖ In this way, ideals and behaviors of the organizational participants should embrace can be foreshadowed. Values are essential for the organizational culture.

# School Values

Performance

Competence

Competitiveness

Innovation

Quality

Customer  
service

Teamwork

Care

Consideration  
for people



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School  
values.



MENTORING



## Behavior norms.



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- ❖ Norms are those which describe behaviors recognized and accepted by all members of the group, highlighting the expected behaviors by the groups participants from the inside and outside of the organization.
- ❖ Each organization, also a school, has it's own specific code, as a reflection of its members, of the activities and of the settled goals. The codes give new meanings, specific connotations to some words selected by the organizations participants.
- ❖ A particular form is the jargon, used by the organizations members in order to communicate in a more easy way. If a member of the organization doesn't know and can not use the jargon, it is obvious that he is not part of the group.

