



COLLABORATION

BUILD COMMUNITY

Bring people together, both inside & outside the organization. Share resources, skills, & experiences to build & strengthen relationships.

WORK AS A TEAM

Communicate clearly & listen effectively. Establish shared goals & expectations. Work collectively to meet them.

DEVELOP MUTUAL RESPECT & SHARED RESPONSIBILITY

Treat people with dignity. Embrace differences as we partner to support & challenge others to take their next steps. We are all connected: our actions, roles, success, & struggles influence the whole.



INTEGRITY

COMMUNICATE WITH CLEAR INTENTIONS

Identify the purpose, goal, & content of your communication. Be open to diverse points of view.

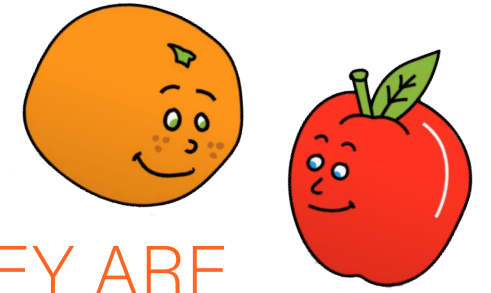
ACT WITH POSITIVE REGARD

Seek to understand others' perspectives or actions. Question your conclusions & look for other possible explanations. Avoid assigning motives & intentions to behavior. Give people the benefit of the doubt that their intentions are good. Be honest, truthful, & genuine to yourself and others.

BE ACCOUNTABLE

Be engaged at all times to live the agency Mission, Vision, & Values. Be personally committed & help others to do the right thing in a reliable way.

INDIVIDUALITY



MEET PEOPLE WHERE THEY ARE

Develop relationships that continuously assess & seek to understand an individual's needs, values, emotions, style, & beliefs. Act without judgment & regularly assess your own expectations & biases.

BUILD ON STRENGTHS

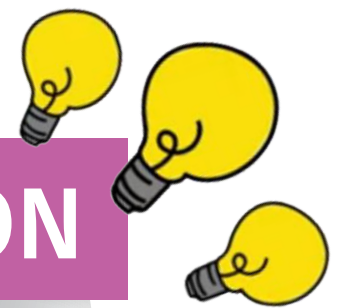
Identify & instill an individual's inherent strengths. Support them to draw on these strengths & their resources to create hope, resilience, & positive change.

HONOR DIFFERENCES

Value each individual as unique with different perspectives, experiences, histories, beliefs, & ideas. Support individuals to be who they are & to share their voice.

VALUES

INNOVATION



EMBRACE ADAPTABILITY

Welcome new ideas. Show respect for others & use active sharing & listening to find solutions. Make choices that adjust to ongoing changes & lead to efficient & flexible execution of the Mission.

FINDING THE NEXT STEPS

Plan intentionally, follow-through, & prepare for challenges. Continuously look for growth opportunities. Create a path towards a vision.

DO WHAT IT TAKES

Act with the belief that every person deserves respect & the best possible support. Invest time, collaborate, & develop creative solutions to overcome challenges & achieve goals.