OUR VALUES-BASED CULTURE

ONE TEAM
Unite and include diverse perspectives to achieve our mission

- Empower and energize one another to create positive growth
- Collaborate through open communication
- Hold ourselves and each other accountable by giving and accepting constructive feedback
- Foster a fun and healthy environment that encourages team spirit
- Recognize and celebrate contributions and achievements

KINDHEARTED
Exceed expectations with a kind heart, helping hands and a positive attitude

- Assume good intentions
- Listen first to understand
- Treat all consistently with compassion, respect and an open mind
- Acknowledge each other with courtesy
- Respond rather than react

INTEGRITY
Be honorable and trustworthy even when no one is looking

- Be honest regardless of the outcome
- Make ethical choices in every situation
- Honor commitments
- Be transparent in your purpose, expectations and actions
- Protect and conserve institutional resources

VISIONARY
Nurture innovative ideas, bold explorations and a pioneering spirit

- Promote an innovative environment that embraces appropriate risk
- Be resilient and confident when faced with challenges
- Inspire continuous curiosity
- Demonstrate and inspire commitment to lifelong learning and personal development

BEYOND SERVICE
Create and deliver positive defining moments

- Anticipate the needs of each individual and respond with a generous heart
- Invest in the well-being, safety and success of all by going the extra mile
- Be solution-oriented, create the pathway to a win-win resolution
- Deliver excellence in everything we do

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