

# OUR **VALUES**-BASED CULTURE

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## **ONE TEAM**

Unite and include diverse perspectives to achieve our mission

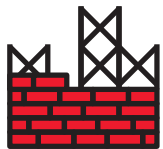
- Empower and energize one another to create positive growth
  - Collaborate through open communication
  - Hold ourselves and each other accountable by giving and accepting constructive feedback
  - Foster a fun and healthy environment that encourages team spirit
  - Recognize and celebrate contributions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