

## Teamwork

• Our team is willing to work together collaboratively and in a coordinated, collective effort with clients, partners, and each other to achieve a common goal. This is achieved by clear and efficient communication; taking personal responsibility when things don't go as planned; actively listening to other points of view; and being aware of how our actions can impact others.

## Honesty

• We, as individuals and as a team, commit to be fair and consistent and act in an ethical and professional manner. This is achieved by fulfilling commitments; providing regular feedback; taking a stand against unethical and illegal practices; transparent communication; not being afraid to respectfully speak up even when the truth hurts; and showing authenticity/sincerity.

## Respect

• Our team is characterized by responsible actions, honest relationships, mutual respect, and open communications. This is achieved by always treating others with courtesy, politeness, and kindness; being open to opinions and ideas; refraining from behaviors that criticize, disparage, and belittle others; being aware of our body language, tone of voice, and demeanor; treating others fairly and equally; and recognizing the strengths and talents of all people.

## Inclusion

• We celebrate differences and recognize that all people deserve to feel valued and respected regardless of their unique background or circumstances. This is achieved by utilizing mindful communication; challenging stereotypes; avoiding making assumptions; being proactive in educating ourselves on things not understood; being open-minded; and respecting the uniqueness and diversity of all people.

## Vision

• We commit ourselves to leaving the past behind and embracing future possibilities. This is achieved by breathing life into mission, vision, and values of the organization; dreaming big and focusing on successes; creating an infusion of passion and inspiration; and ensuring our words and actions support the organization's long-term goals and objectives.

## Empathy

• Our team prioritizes empathy and values and cares about our relationships with clients, partners, stakeholders, and fellow team members. This is achieved by showing compassion and care; asking questions and listening with a goal to understand; acknowledging and validating the feelings of others; being present in the moment; approaching problems with a different perspective and accepting other interpretations; taking the initiative to help those who are struggling; and challenging our biases.

## Synergy

• Our team, and those we are serving, will succeed because of our commitment, dedication, resiliency, and collective effort. This is achieved by being clear in our communications and ensuring everyone knows and understands the goals, objectives, and strategies of the organization and programs administered; fostering trust and collaboration; embracing diverse people, practices, and ideas; cultivating an environment for conversations that lead to creative solutions; sharing resources and collaborative effort to break down barriers and overcome obstacles; and empowering others by utilizing individual talents and skills to the greatest extent possible.