

ACCOUNTABILITY

What can I do to demonstrate this value?

- Be transparent with actions and responsible for results – good or bad.
- Do what we say, say what we do.
- Admit when you made a mistake and learn to correct it.

What can our company do to better demonstrate this value?

- Clearly define roles, responsibilities, and expectations.
- Be sympathetic and not judgmental; help each other grow with knowledge.
- Hold people accountable.

ACHIEVEMENT

What can I do to demonstrate this value?

- Align with strategic priorities and set goals to help drive these forward.
- Spread positive energy with every interaction.
- Collaborate and share ideas to help my team be successful.

What can our company do to better demonstrate this value?

- Streamline processes that deliver value added services.
- Stay focused on company core values.
- Break the silos and work strategically across departments / charters.

COLLABORATION

What can I do to demonstrate this value?

- Communicate clearly and openly.
- Be open to other ideas.
- Share knowledge and best practices.

What can our company do to better demonstrate this value?

- Listen to everyone's ideas; transparency and open dialogue.
- Provide opportunities for collaboration.
- Share information between departments.

INCLUSION

What can I do to demonstrate this value?

- Listen to others and value input from all team members.
- Make people feel welcome, safe and heard.
- Celebrate differences in employees and clients.

What can our company do to better demonstrate this value?

- Listen and value different opinions.
- Continue open conversations and mutual respect.
- Be more consistent and purposeful on listening and getting feedback from employees.

INNOVATION

What can I do to demonstrate this value?

- Keep an open mind and be open to coming up with creative ideas.
- Challenge the status quo and keep up with industry trends.
- Be flexible to new processes and be aware of areas that are limiting you.

What can our company do to better demonstrate this value?

- Continue to support new ideas and actively listen.
- Stop doing things because "that's the way we've always done it".
- Continue to be future focused and improving systems as we continue to grow.

PASSION

What can I do to demonstrate this value?

- Respond in a timely manner in a positive way.
- Continue to go above and beyond in every aspect of the company.
- Share knowledge & celebrate wins.

What can our company do to better demonstrate this value?

- Invest in what our employees care about.
- Be passionate about employees by listening to what they have to say.
- Keep it going no matter how much we grow.