



Staff Values

1. **People First** : *It is important to strive for a work/life balance. Healthy individuals contribute to achieving a healthy organization.*
2. **Excellence:**
 - Continuous improvement— *A learning environment. Learn from one another and strive to improve what we do each and every day.*
 - Active pursuit of the best approach— *Asking questions, checking or challenging assumptions, and participating in critical analysis.*
 - Accountability— *Do what we say and by when we say. Inform one-another of changes that occur, as necessary.*
 - Sharing— *Ideas are best when not owned but shared with others. Success can also be shared*
 - Creativity— *Comes from diversity of people and ideas. Express ideas and be inquisitive.*
 - Responsible— *Using resources efficiently, effectively, and appropriately.*
 - Success— *A desired outcome of collective achievement. Credit is shared.*
3. **Open and Honest Communication:**
 - Openness— *Being receptive to questions and feedback.*
 - Respect— *Respect for other people's perspectives, approaches and time constraints. Talking directly to individuals about issues, problems, or concerns.*
 - Honesty— *Be honest with oneself and others.*
 - Effective communication— *Being clear in communications and making sure that you understand and are understood.*
4. **Supportive:**
 - Accepting— *Suspend judgment when ideas are being expressed. Give others the benefit of the doubt.*
 - Fairness— *Consistent application of policies and procedures. Treating individuals equally.*
 - Supportive— *Encourage others and offer to lend a hand when you can.*