



## **Team Core Values (with Actions)**

### **1. Integrity**

We act with honesty, authenticity, and accountability. We do what we say we will do and take ownership of our work.

#### **What this looks like in action:**

- *Following through on commitments and deadlines*
  - *Owning mistakes and addressing issues directly*
  - *Communicating honestly and transparently, even when it's uncomfortable*
  - *Making decisions aligned with our mission and values*
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### **2. Collaboration**

We work together, not in silos. We support one another, communicate openly, and foster a healthy, balanced work environment where teamwork and well-being are essential to success.

#### **What this looks like in action:**

- *Sharing information, resources, and credit*
  - *Supporting teammates during busy or high-stress periods*
  - *Communicating clearly and respectfully across roles and projects*
  - *Valuing work-life balance and sustainable workloads*
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### **3. Impact**

Our work makes a difference. We focus on meaningful outcomes and measure success by the positive change we create for businesses, partners, and the broader community.

#### **What this looks like in action:**

- *Prioritizing work that delivers real value*
- *Measuring success by outcomes, not just activity*
- *Advocating for businesses and the community we serve*

*Continuously seeking ways to improve and make a greater impact*



#### **4. Belonging**

Connection is our purpose. We intentionally build community and create spaces where people feel welcomed, supported, and valued — within our team and across the business community.

**What this looks like in action:**

- *Creating inclusive spaces where all voices are heard*
  - *Building relationships based on trust and respect*
  - *Supporting businesses and partners beyond transactions*
  - *Showing care, empathy, and follow-up in our interactions*
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#### **5. Ownership**

We take initiative and follow through. We are proactive, reliable, and committed to excellence, owning our roles and stepping up when something needs to be done.

**What this looks like in action:**

- *Taking responsibility for outcomes, not just tasks*
  - *Anticipating needs and addressing issues before being asked*
  - *Seeing projects through from start to finish*
  - *Being reliable, prepared, and engaged in our work*
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#### **6. Grace**

We lead with optimism, positivity, and empathy. We give grace to others and ourselves, and stay solution-oriented through challenges.

**What this looks like in action:**

- *Approaching conflict with empathy and curiosity*
  - *Assuming good intentions and seeking understanding*
  - *Offering constructive feedback with respect*
  - *Staying calm, flexible, and positive during change or setbacks*
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