

Commitment to a Culture of CARING

I am committed to a Culture of CARING within DePelchin Children's Center.

I create an **Environment of Trust** in which such a culture can thrive and evolve by being genuine and transparent with both the words I speak and the actions I take. I do not operate with a hidden agenda, and I do not gossip or betray confidences. I participate in conversations when my position enables me to make a positive contribution.

I am **Committed to Excellence**. I always seek to perform to the very best of my abilities, and I look for opportunities to improve myself, our organization and the services that we provide our clients. I am receptive to coaching, and I carefully evaluate any suggestions and criticisms that are offered to me. I am not content with good work and the status quo. I lay aside my ego and put my energy into fulfilling the mission of DePelchin in a way that will be recognized as "world class".

I am **Accountable**. I understand what is expected of me and I consistently meet or exceed expectations. I honor my word and fulfill my commitments without prompting. If I make a mistake, I learn from it, and I do not place blame on others or try to justify myself. I see myself as responsible for the success of DePelchin and I assume ownership for my actions and for the involvement of others when appropriate.

I am **Respectful**. I interact with others in such a way as to preserve the dignity of the other person at all times regardless of the circumstances. I demonstrate and cultivate a sincere appreciation for people who are different than me. I strive to be non-judgmental and I do not participate in conversations or activities that are demeaning. I manage myself in such a way that even when I am disappointed or upset, I do not compromise my belief in the value of each individual.

I operate in **Integrity**. I keep my commitments. I say what I mean, and I mean what I say. I am honest, but I am also mindful of the need to be tactful. I find strengths in everyone and focus on what is positive. However, I do not allow poor behavior or attitudes to remain unchallenged. I am dependable and genuine. I am open and forthcoming in my interactions with others.

I am **Nice**. I am warm and welcoming to others. I look for opportunities to be inclusive. I seek out those who are excluded and draw them into the conversation, activity or team. I am pleased to celebrate the successes of others and sympathetic to any failures. I am polite and courteous, but from a place deeper than tolerance or upbringing. I do not allow moodiness or the stresses of life to make me less than who I know I am. I like people and genuinely enjoy their company. I am friendly.

I am **Generous**. I listen openly to others and give fair consideration to other points of view. When necessary, I sacrifice myself and my ambitions for the benefit of the team/organization. I am genuinely happy when others succeed and receive recognition. I am collaborative with an openness and willingness to share that tears down walls and encourages others. I do not withhold information or assistance. I choose words carefully and I am quick to seek to restore damaged relationships. I am willing to let others be right.