

Sample Values Statements



We must provide quality execution on a consistent basis over the long-term through:

- An organization that values its employees and respects their dignity.
- A commitment to teamwork, openness and candor.
- A commitment to increased quality and continuous improvement.
- A commitment to ethical conduct.
- A willingness to innovate and change in well-planned ways that yield a competitive advantage.
- A sense of urgency and bias for action.

OUR PEOPLE

The satisfaction of our members is the number one priority of every employee. We take pride in exceeding members' expectations with innovative solutions tailored to their individual needs.

We believe in fostering teamwork among our employees and encouraging them to creatively participate in the operation of our organization. We also believe in investing in the growth of our employees by providing training and career development opportunities.

CARING FOR OUR COMMUNITY

As a respected and community-minded organization, we support programs that enhance the lives of our members and the community.

BUILDING AND MOVING FORWARD

We are committed to responding to changes in the community and delivering innovative services through listening to and anticipating member needs, embracing technology and maintaining solid working relationships with our business partners.

FINANCIAL STRENGTH

While maintaining a co-operative philosophy, we are committed to prudent management of our financial resources.

EXCELLENCE AND QUALITY IN THE DELIVERING OF SERVICES

We believe that service to the public is our reason for being and strive to deliver quality services in a highly professional and cost-effective manner.

FISCAL RESPONSIBILITY

We believe that fiscal responsibility and the prudent stewardship of public and private funds are essential for citizen confidence in our organization.

ETHICS AND INTEGRITY

We believe that ethics and integrity are the foundation blocks of public trust and confidence and that all meaningful relationships are built on these values.

TREATING CITIZENS AS OUR PARTNERS

We strive to treat all citizens with courtesy and as valued partners who deserve the best services we can provide.

POSITIVE RELATIONS WITH THE COMMUNITY

We believe that positive relations with the community and the public we serve leads to positive, involved, and active citizens.

PROFESSIONALISM

We believe that continuous improvement is the mark of professionalism and are committed to applying this principle to the services we offer and to the development of our employees.

VISIONARY LEADERSHIP AND PLANNING

We believe that the very essence of leadership is to be visionary and to plan for the future.

COOPERATION AND TEAMWORK

We believe that the public is best served when departments and employees work cooperatively as a team.

In support of our vision to provide quality products and services in response to our patrons needs, we support each other in our work by ascribing and aspiring to these common workplace values:

1. **Teamwork:** Working together cooperatively is our keystone value. Show flexibility and a willingness to adapt to change. Share responsibility for the goals of the organization and teams. Trust each other, support ideas, take risks and encourage innovation. Expect organization and time management from each other. Show leadership in recognizing different points of view and resolve personal conflicts responsibly. Communicate about team goals and projects, procedures, library information and anything that would help others do their jobs better.
2. **Equipment and work environment:** Promote a positive and healthy physical environment to work in. Provide necessary supplies and equipment in good

working order. Show concern and attention to temperature, lighting, cleanliness, and ergonomic aspects of the area. Take responsibility for safety of equipment, ergonomic aspects of the area. Take responsibility for safety of equipment, materials and coworkers. Keep common areas clean and maintain an atmosphere that helps everyone work productively.

3. Communication and caring: Create a positive mental environment by treating each other and our patrons with common courtesy at all times. Communicate honestly and respectfully of others even in their absence. Show care for individuals by listening and trying to see other viewpoints. Respect an individual's personal space, as well as their other personal choices. Care about and encourage personal initiatives, learning goals and community service.

The following value statements reflect the consensus of the individuals that make up the _____.

- Our first priority is support of the organization's mission.
- Our clients are our partners in success.
- We believe that competent teamwork is a key to success in all endeavors.
- We accept responsibility for our work.
- We will attempt to secure trust through openness and integrity.
- Every day, we will try to listen with an open mind, speak from a sincere heart, and educate in the spirit of cooperation.
- We strive to respect people, their ideas, and their accomplishments.
- We endeavor to learn from both successes and mistakes.
- Our organization and each of its individuals are reflections of one another.
- Our aim is to provide a working environment that fosters professional development.
- We will strive to recognize and reward self-improvement, innovation, and individual achievement.
- We are committed to understanding and adjusting to the changing needs of the community.
- We are dedicated to working with the community to provide a progressive support network.

The actions of _____ and its employees reflect the following values:

Excellence: _____ employees are involved in the development, implementation, and evaluation of evidence-based principles in programs, services and research supporting our mission

Leadership: _____ employees will be recognized as leaders in the community and by outside agencies, consumers and legislative groups.

Communication: _____ will promote timely and effective communication to the public, to promote wellness and improve the well-being of life within the community

Collaboration: _____ will collaborate with organizations to further the mission of the _____.

Social Responsibility: _____ will advocate in a timely and effective manner on issues affecting the well-being of members of the community.

Service: _____ will provide services, materials, and resources to its employees and other professionals and organizations that promote the mission of the _____.