



CONTINUAL LEARNING

STAY CURIOUS AND DEVELOP

- Be proactive
- Own your development
- Seek and receive guidance / feedback
- Use Y and external learning resources
- Embrace a continual learning mindset
- Reflect on and grow from mistakes

SHARED VALUES

ACT WITH COMPASSION AND ACCOUNTABILITY

- CARING
 - Be kind
 - Make effort to ensure all are treated well, safe and free to be themselves
- HONESTY
 - Say what you mean / do what you say
- RESPECT
 - Know that "words matter"
 - Thank people
 - Celebrate achievements
- RESPONSIBILITY
 - Keep your word -- own to the end
 - Be accountable
 - Be the best Y ambassador

INCLUSIVE COLLABORATION

BE AND CREATE BETTER TOGETHER

- Ask questions -- seek to understand
- Welcome, engage and acknowledge all:
 - Invite diversity to the table
 - Create sense of belonging
 - Encourage all to share
- Listen
- Debate respectfully
- Debrief afterwards -- "even better if..."
- Find a Y way to YES
- Be tenacious

PURPOSEFUL CHANGE & INNOVATION

STAY OPEN AND IMAGINE THE POSSIBILITIES

- Understand the big picture -- the targeted need for which we're solving
- Identify what's not working
- Be comfortable being uncomfortable
- Stay flexible
- Challenge convention / push boundaries
- Imagine possibilities
- Take calculated risks -- recognizing course-corrections may be needed
- Be resilient

COMMITMENT TO EXCELLENCE

DELIVER FOR OUR COMMUNITIES

- Keep the Y's relevancy and finances top-of-mind
- Identify what great looks like
- Persevere
- Communicate clearly -- recognizing people absorb information differently
- Measure and adjust
- Celebrate successes
- Know you "make the magic" happen

