



INNOVATION

Evolutionary – Doing things better. Recognizing opportunities for growth and efficiency by improving our practices to meet the needs of our forward thinking enterprise.

Expansionary – Take it and apply it elsewhere. Look to expand upon existing programs and ideas across the enterprise.

Revolutionary – Create better things. Being a thought leader in all areas throughout the enterprise.

INCLUSION

Fairness – Showing impartiality and just treatment or behavior without favoritism or discrimination.

Harmony – Fostering an environment that is a safe space for judgment free creativity while maintaining amicable relationships with others.

Create Value – encouraging others to contribute insights or information. Valuing the work my team does and showing appreciation. Clearly describing expectations and purpose. Building relationships with my team and support opportunities for growth.

Create Sense of Belonging – Including team members in all communication and activities. Intentionally creating stakeholder fellowship.

Cultural Competency – Foster tolerance and acceptance of others views and beliefs. Actively listening to others regardless of position or personal relationship.

Openness – Collaborate with others and include them in the decision making process. Encouraging teamwork beyond my department.

INTEGRITY

Authenticity – Being free from false pretense and personifying positive intent through genuine actions.

Accountability – Earning the respect of my team through a responsible work ethic.

Honest Feedback – Being open and honest in all communications. Being direct and kind in providing critiques.

Dependability – Following through on commitments and being consistent with messages delivered.

Transparency – Being candid and engaged in all business practices. Sharing knowledge in an open and understanding way.

Confidentiality – Understanding and abiding by DPhiE's official policy on confidentiality. Exercising a reasonable degree of care to prevent disclosure of sensitive information to others.