



# TEXANA'S STAFF DEMONSTRATE VALUES

*Texana's staff demonstrate the Center's core values by their actions, behaviors, and attitudes.*

**Collaboration:** We work together with the people we serve, our staff, families, and communities to deliver life-changing services. We strive to find solutions through open communication, trust, and diverse talents and perspectives.

I demonstrates this value when

- *I step-in, and step up.*
- *I ask for help and lean on the strengths of my team members.*
- *I listen with an open-mind and welcome diversity*
- *I trust that everyone is working toward the same goal*

**Accountability:** We make a conscious effort to do what is right for the people we serve and our staff. We strive to be responsible as an organization, and for our staff to be trusted, reliable, and consistent.

I demonstrates this value when

- *I am willing to admit when I make a mistake and learn from it.*
- *I speak up and have hard conversations*
- *I communicate honestly about what I can and cannot do.*

**Respect:** We treat the people we serve and our staff with kindness, dignity, and integrity. We strive for a safe workplace, where all are welcomed, heard, and have a sense of belonging.

I demonstrates this value when

- *I treat everyone equally and without judgement.*
- *I assume the best of my peers and the individuals I serve. I respond with humbleness and kindness even during stressful situations.*
- *I support others and encourage self-care.*

**Excellence:** We make a difference for the people we serve, our community, and our staff through our commitment to quality, innovation and improvement. We strive to empower those we serve and our staff to reach their greatest potential.

I demonstrates this value when

- *I acknowledge the strengths of my peers and the people I serve on a daily basis.*
- *I am open to learning new practices and new technology.*
- *I lead by example and earn the trust of others.*
- *I go above and beyond, and earn the appreciation of others.*