

# Fundamentals

Behaviors That Show Who We Are

## EMPOWER AND ENABLE OTHERS

### BEHAVIOR GUIDANCE

Set others up for success by giving them the right information, tools and support that allow them to accomplish their goals and tasks.

### CONTEXT

When you help others, you're helping yourself. We all rise by lifting one another.



## TREAT EVERYONE WITH RESPECT

### BEHAVIOR GUIDANCE

Seek to understand each other and recognize the value of our various backgrounds and beliefs. Develop professional habits and set clear expectations with others that allow you to get work done as a team.

### CONTEXT

We build better solutions in a positive work environment. Professionalism and respect minimize misunderstandings and create a workplace where disagreement is welcome, and diverse perspectives can be integrated.



## BE CURIOUS AND UNAFRAID TO ASK QUESTIONS

### BEHAVIOR GUIDANCE

Approach situations with curiosity and an open mind. Lean into the ambiguous and recognize the unknown as a growth opportunity.

### CONTEXT

By gaining new insight and understanding the perspectives of others, you broaden your own, allowing you to craft better solutions. Hiding something you don't understand limits your growth and introduces risks.



## SUPPORT AND CARE FOR THE WHOLE PERSON

### BEHAVIOR GUIDANCE

Support those around you in their professional and personal life. Approach situations with empathy by putting yourself in their shoes. Openly share, "I'm here for you."

### CONTEXT

We are human, with joys, pains, feelings and external lives. By supporting each other, we grow and learn together.



## GROW YOURSELF AND OTHERS TOWARDS OUR HIGHEST POTENTIAL

### BEHAVIOR GUIDANCE

Pursue learning opportunities and create them for others.

### CONTEXT

Seeking and creating learning opportunities help us and those around us achieve our goals and continuously develop.



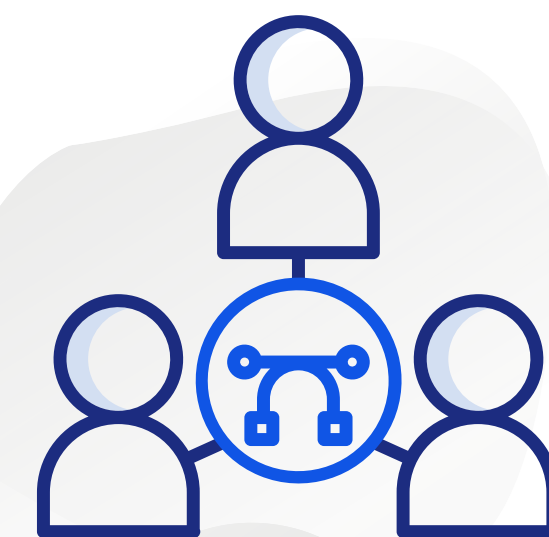
## COLLABORATE WITH OTHERS

### BEHAVIOR GUIDANCE

Engage others in your thinking process and allow open sharing of idea and thoughts without judgment.

### CONTEXT

Collaboration makes us stronger and accelerates our growth, leading to better outcomes.



## CELEBRATE GROWTH

### BEHAVIOR GUIDANCE

Celebrate success and create safe environments where we can learn from failures.

### CONTEXT

Celebrating both successes and insights gained from failures encourages continuous learning and recognizes people for the courage and value they bring.



## OPERATE TRANSPARENTLY

### BEHAVIOR GUIDANCE

Be vulnerable and transparent when communicating about yourself, your work and the client.

### CONTEXT

Transparency builds trust, allows for informed decisions and encourages growth within relationships.

