

Guiding Principles Grab and Go Guide

Guiding principles are a framework for aligning our everyday actions and mindsets with our Values

Our guiding principles have been simplified to be more people-centered and human.

They reflect and complement our values, inform how we show up to work, and help with our daily decision-making.

We all belong

We invite all perspectives and empathize with other points of view

We aim for excellence

We get it right the first time, take individual ownership, and grow together.

We show that we care

We are approachable, helpful and solutions-oriented.

We connect and collaborate

We work together and stay open to new ways of doing things.

Pre-work

Watch the Guiding Principles video.

Intro/Jolt activity (2 mins)

Share examples of your personal guiding principles.

Pre-work Discussion (2-3 mins)

- What stood out about the video?

Demonstrating our guiding principles (10 mins)

- Why do we need guiding principles?
- What do these guiding principles mean to you?
- How do they show up in your everyday work?
- What do these guiding principles mean for our team?
- How can we demonstrate them in our work with one another, partners and/or customers?
- How will these behaviors and mindsets help you achieve quality in your work?
- How can we keep ourselves and each other accountable?

Next steps and close (2-3 mins)