

# Core Values



**Wellness**



**Accountability**



**Transparent  
Leadership**



**Attitude/Intention**



**Diversity, Equity,  
and Inclusion**



**Collaboration and  
Active Engagement**





At AFSP, we maintain a wellness-focused environment that fosters both personal and organizational resilience, enabling us to achieve our mission.

## **Wellness Behaviors**

- I prioritize my wellness and support others in managing theirs. I responsibly utilize wellness-related flexibilities in a way that supports me and my job performance
- I trust people's ability to manage their time, and respect and promote professional boundaries
- I recognize the importance of taking care of myself, and I encourage others to make their health, wellbeing, and family needs a priority
- I will access self-care or professional services when needed and encourage others to do the same
- I acknowledge that we each have varied life experiences and needs, so I am flexible and understanding so we can all bring our most evolved selves to work



At AFSP we hold ourselves and others accountable for achieving our strategic goals and doing what is in the organization's best interest.

### **Accountability Behaviors**

- I fulfill my role to the best of my abilities with pride, excellence and personal responsibility
- I understand how my work contributes to achieving our mission and work with others to honor our core values and achieve our shared goals
- I recognize that we are all leaders, as such I actively seek opportunities to inspire, motivate, empower, assist, and elevate others
- I am open to feedback and encourage input, from others, that can help me meet my goals and improve my performance
- I approach conflicts with empathy and understanding, and work to identify solutions that benefit everyone involved



AFSP is committed to transparency regarding decisions and why we make them.

### **Transparent Leadership Behaviors**

- I am clear and direct about processes and rationale behind decisions; how they are made and their intended impact
- I share and communicate information and decisions and provide updates in a timely manner
- I acknowledge the achievements of others, give them credit for their contributions and let them know their efforts are appreciated
- I act courageously by doing what is right even when it is hard; I take risks and give others the opportunity to do the same
- I foster a culture of growth and innovation, supported by open and honest communication



At AFSP, we have a positive outlook, strive to achieve great things and inspire others to do the same.

## **Attitude and Intention Behaviors**

- I model behaviors that demonstrate a culture of caring and respect, treating others with professionalism and kindness
- I drive our mission forward being open to, and appreciative of, all viewpoints and considering the perspectives of internal and external colleagues and collaborators
- I seek opportunities to connect with our volunteers/advocates and community to understand their stories, apply their wisdom to our work, and elevate them when possible
- I assume positive intent and demonstrate respect towards others and the organization even when our thoughts or opinions differ
- I exhibit a positive attitude while affording space for the authentic expression of diverse experiences, feelings and perspectives



At AFSP, we share a collective responsibility to safeguard inclusion, dignity, and respect for all. We recognize that our differences strengthen us and promote an inclusive environment where every voice is valued.

### **Diversity, Equity and Inclusion Behaviors**

- I observe who is engaged and bring in others where there are gaps in perspectives to ensure a more inclusive environment, resource, program, discussion, teams, etc.
- I consult with staff and community partners to center our work around equity and I will adjust my approach accordingly to be more culturally responsive
- I embrace our differences and recognize the value it brings to the organization and the communities we serve
- I raise awareness to intolerance and behaviors which undermine the value of inclusion and respect
- I learn about different cultures and experiences and include diverse voices in every aspect of our work and in all that we do



At AFSP, we believe that by fostering a culture of collaboration and active participation, we maximize our ability to achieve meaningful results in our mission.

### **Collaboration and Active Engagement Behaviors**

- I inspire collaboration by seeking input from other individuals, colleagues, collaborators, and departments to create a measurable impact
- I advocate for advancements such as training, technologies, tools and processes that enable us to make collaboration easier
- I contribute when working with others and encourage everyone to do their part, by being prompt, participating fully, and clearly defining roles
- I foster a supportive culture where we learn from our mistakes and celebrate our wins
- I challenge myself and others to be innovative, to cultivate growth, and increase impact

