

Values Ratings Definition

Values Rating	Definition
Seldom	Rarely demonstrates this behavior and it is not evident in most circumstances.
Sometimes	Demonstrates this behavior periodically and it may vary from circumstance to circumstance.
Consistently	Demonstrates this behavior on a regular basis and it is evident in almost any circumstance.

VALUES	BEHAVIORS
<p>Integrity: We Act Honorably and Ethically</p> <p>“We conduct ourselves in ways that are professional, instill confidence, and promote trust.”</p>	<ul style="list-style-type: none"> Behaves with honesty, fairness, and responsibility towards students, colleagues, and the public. Communicates in a respectful, straightforward manner and keeps agreed upon commitments. Makes decisions demonstrating the best interests of the college, employees, students, and community.
<p>Inclusivity: We Grow through Understanding</p> <p>“We respect and learn from the diversity of our cultures, experiences, and perspectives.”</p>	<ul style="list-style-type: none"> Treats all people with respect, regardless of differences among cultures, points of view, or life perspectives. Seeks varied perspectives and opinions before making decisions or implementing changes. Recognizes the different strengths of our employees, students, and community.
<p>Collaboration: We Are Stronger Together</p> <p>“We believe in the power of working together.”</p>	<ul style="list-style-type: none"> Works cooperatively and collaboratively with employees, students and the community. Capitalizes on the different talents and abilities of our employees, students, and community. Asks for help and gives help when needed.
<p>Innovation: We Embrace New Possibilities</p> <p>“We anticipate change, explore opportunities, and create continuously evolving solutions.”</p>	<ul style="list-style-type: none"> Recognizes opportunities to improve services, processes, and programs and recommends strategic change(s). Demonstrates creativity and resourcefulness. Uses technology in new and progressive ways.
<p>Accountability: We Are Responsible Individually and Collectively</p> <p>“We take ownership for our commitments and outcomes.”</p>	<ul style="list-style-type: none"> Takes ownership and accepts responsibility for their actions, results, and behavior. Uses evidence-based decision-making. Proactively informs others when they need to modify commitments. Demonstrates sound fiscal stewardship.
<p>Sense of Community: We Care for Those We Serve</p> <p>“We demonstrate concern for the well-being and success of our students, our communities, and our people.”</p>	<ul style="list-style-type: none"> Demonstrates a sense of responsibility toward colleagues, the college, and the community to ensure effective outcomes. Listens and attempts to understand the needs of students, employees, and the community. Provides students, employees, and the community with timely responses, guidance, or solutions.
<p>Excellence: We Strive for Outstanding Results</p> <p>“We take risks, we assess our work, and we aspire to improve the quality of everything we do.”</p>	<ul style="list-style-type: none"> Takes initiative to identify problems, investigate options, and make recommendations for solutions. Takes action to continuously improve institutional processes and outcomes. Explores new ways to improve their performance and models best practices.