

## **Defining Our Organization's Core Values**

**Values:** Not what we do or why we do it but the principles that underlie how we go about fulfilling our mission.

**Values:** These are the three to six essential and enduring guiding principles of the organization.

**Examples from outside child welfare:**

### **Walt Disney**

- No cynicism
- Nurturing and promulgation of "wholesome American values"
- Creativity, dreams and imagination
- Fanatical attention to consistency and detail
- Preservation and control of the Disney magic

### **Nordstrom Department Stores**

- Service to the customer above all else
- Hard work and individual productivity
- Never being satisfied
- Excellence in reputation, being part of something special

### **Merck Drug Company**

- Corporate social responsibility
- Unequivocal excellence in all aspects of the company
- Science-based innovation
- Honesty and integrity
- Profit, but profit from worth that benefits humanity

## Defining Our Values

### Examples from child welfare:

#### **Residential treatment center:**

- **Accountability** to stakeholders
- **Dignity** of consumers
- **Quality** of service delivery
- **Stewardship** of resources
- **Nurturing** individual and family growth
- **Advocacy** for the well-being of families

#### **Family support center:**

Respecting family values, traditions, cultural and religious beliefs

Empowering families to make changes needed to remain intact

Capitalizing on family strengths

Utilizing natural family and community supports & services

Involving family in planning and implementing their change process

Listening to family input and feedback

#### **Outpatient recovery program:**

**Excellence**... in services provided

**Value** ... highest quality services at lowest possible cost

**Success** ... Alumni stay involved

**Recognition** ... respected and supported by funders and referral sources

#### **Continuum of services children's services agency:**

- ✓ Community centered services
- ✓ Accessible services
- ✓ Collaborative & entrepreneurial services
- ✓ Culturally competent & diverse services

**Adoption Agency**

**Integrity** – maintain superior ethical standards reflecting honesty, reliability and forthrightness in all relationships

**Team Work** – build collaborations internally and externally to best serve the interests of all individuals and groups associated with AASK

**Excellence** – pursue all tasks with the idea that they can be accomplished in an exceptional fashion

**Care** – nurture physical, emotional, cognitive and social development

**Respect** – acknowledge the dignity and inherent rights of the individual human being in all dealings with people

**Compassion** – support others through empathy and understanding

**Center serving persons with disabilities**

**Inclusion** – Accommodation of all abilities

**Accessibility** – Available to whole community/ Freedom of movement

**Empathy** – Sensitive to the feelings of others in all interactions

**Respect** – Treating others with consideration/ Honoring others

**Integrity** – Client confidentiality/ Agency transparency/ High ethical standards

**Fulfillment** – Achievement of potential/ Sense of personal accomplishment

**Enjoyment** – Joy/ Satisfaction/ Positive memories

**Inspirational leadership** – Sharing positive vision/ Leading being a role model

**Continuum of services agency (defined as four basis tenets):**

1. Provide quality treatment through a range of programs and services which emphasize that the family
2. Respect and maintain the integrity of the family unit
3. Design treatment criteria based on the individual needs of the client/family
4. Emphasize that the responsibility of treatment lies both with the therapist and the client

**What are the core values we want to be the foundation of how we do business, treat each other & clients and provide services are:**