

## Shared Community Values

Some sort of shared ethical code can greatly improve and enhance quality, productivity, and the culture of the environment.

### Goals

- Is there a shared ethical code?
- Do you and your colleagues work to:
  - Improve climate, to make code of ethics a reality
  - Increase awareness that biases and patterns of behavior affect the workplace, and to make it constructive and positive, or destructive, negative, and troublesome
  - Provide leadership, and be vehicles of positive change to increase employee satisfaction, productivity and quality

### Self Reflection Inventory

- Who holds you/your colleagues accountable?
- Do you gossip?
- Do you support and recognize excellent work of colleagues?
- Do you have a bias you should recognize and address?
- Do you dish out mental, attitudinal abuse?
- Do you minimize the contributions of others?
- Do you know how to craft and deliver positive, helpful criticism?

### What about Diversity and Civility, Integrity and Respect?

- Do we respect individuality of thought – the sum total of our life experiences, the understanding that other approaches are valid?
- Are we successful in our efforts to “talk things through” to solve problems?

### Improvement?

- Is there a need for diversity training to include diversity of thought?
- Can people self-monitor and maintain integrity?

### Need to remember

- It is our responsibility to give our best, to be professional with colleagues
- We are here to help all members of our community be successful
- Our impact is long-lasting

## **Ideas for Solutions**

- How do we build the kind of community that will support best work?
- Trust, honesty, mutuality, integrity, respect, civility, dignity – are these shared goals? Are they a reality?
- Do we have and follow a shared Code of Ethics?
- Do we need a TOOLKIT to improve the way we do business?

## **What's next???**