

## Coastline Management Team – Mission, Vision Values & Culture

Values Exercise – Tally of responses from 9/6/16

Value	Group Feedback				
What does this value mean to us?	Group A (Vince, Chris, Mike, Nancy)	Group B (Dave T., Ross, Steve, Judy)	Group C (Helen, Renè, Tom, Dave C)	Group D (Jennifer D, Bob, Mary & Peter)	Group E (Jennifer M., Lori, Julie, ...)
<b>Care for Those We Serve</b>					
Team as Family	X				
Building Professional Relationships				X	
Doing best for staff	X				
Providing best educational experience for students					
Respect for colleagues	X				
Decisions with stakeholders & customers in mind	X				
Those we serve is inclusive of "all" (students, faculty, staff, community, etc)		X			
Compassion/Support without enabling			X		X
May look different for different managers				X	
<b>Excellence</b>					
High-quality service, including to each other	X	X		X	
Doing things the right way no matter the cost	X				
Excel at what we do	X	X	X		X
Defining standards and surpassing			X		X
Clear Communication				X	
Clear planning, thinking ahead				X	
<b>Respect for Diversity</b>					
Foster atmosphere of inclusion/appreciation	X		X	X	X
Diversity includes Race, creed/color, gender		X		X	X
Diversity of Opinion, Skills & Personality	X	X	X	X	X
Seek Understanding/Listen		X		X	
Tolerance & Acceptance				X	X
Kindness				X	

<u>Integrity</u>	
Truthful & honest behaviors/Don't lie	X X X X X X
Doing the right thing when no one is looking	X X X X X
Open & Transparent/Admit mistakes	X X X X X
Ethical	
Being fair	X
Serve without discourse or prejudice	X X
Act according to "our" values	X X
<u>Accountability</u>	
Honesty	X
Taking responsibility for our actions/own mistakes	X X X X
Accountability to stakeholders	X X X X
Completing tasks you take on	X X X
Responsible decision-making that impacts stakeholders	X X X
Transparency	X
Own success (humbly)	X X X
Be on-time	X X
Be organized	X X
<u>Ethical Behavior</u>	
Honest	X X X
Equitable/Fair	X X X
Doing what is right legally & morally	X X X X
For the "right" reason	X X X X
Acting in line with CMT and personal values	X X X X
Practice what you preach	X X
Could integrity and ethical behavior be combined into a single value?	X X
Add Innovation as a value	X X
<u>Notes/Comments</u>	