



## Attributes for hiring

### Integrity

- Self-aware; Accountable for yourself & your actions
- Straightforward; Able to problem-solve, not blame

### Communication

- Able to positively communicate your needs, ideas and concerns

### Work ethic

- Work hard; find ways to help, show up with your best self, be on time for shifts; come to required meetings, leave distractions behind

### Safety

- Aware of safety risks; work actively to minimize them
- Willing to speak up when you are uncomfortable in a situation

### Accountable to organization

- Work to further the mission and vision of HR in your position
- Learn and follow HR policies and procedures

### Learning Stance

- Curious intelligence; willing to consider ideas, learn, and suggest solutions, not gripe

### Team player

- Show respect for all people – ability to work with them where they are at; listen to others, take direction well, work well with anybody

### Optimistic warmth

- Come to work with a positive attitude and enthusiasm
- Treat all others, including co-workers, customers, and volunteers, with kindness and respect

## Organizational Culture Statement

### How we work:

- We work for what we believe in and take pride in what we do
- We work with the community, in the community, for the community
- We work strategically to achieve our goals and support each other to succeed
- We work hard and have fun

### What we believe:

- Our benefit to the community and the environment is as important as our bottom line.
- We are a lever for personal and social change.
- Everyone can make an impact, individually and collectively.
- We believe in transparency, collaboration, our triple-bottom line, a fun and professional work environment, and striking a work-life balance.

### How we treat others:

- With compassion, dignity and respect
- We strive to teach and inspire
- We use clear, open communication and are accountable to ourselves and others