



SHARED WORKING VALUES

At Maryland Humanities, we understand that we have a choice about our own behaviors in how we work and grow together.

We recognize the following emerging and aspirational values. We commit to creating habits of mind, systems for support, and professional training in order to cultivate new skills and ways of working as part of growing into these values.

Developing our own emotional intelligence¹, especially around communication

- Provide direct, clear feedback in ways that help one another grow; even if that means collaboration through disagreement.
- Communicate in ways that are direct and sensitive.
- Our actions and words demonstrate positive intent, we assume positive intent. When someone's impact does not match a positive intent, we inform them in order to help them do better next time

Trusting and understanding each other

- Understand people have different styles of working/learning/processing information, and are considerate of our team members' needs and strategies for working & living
- Respect and value each other's time, strengths, and contributions; set clear boundaries around our time, expectations, and capacity. Respect one another's boundaries
- Recognize that our experience is not the *only* experience; understand that members of staff are entire people, and their job is one facet of their lives

Fueling creativity and risk-taking

- Support each other, including advocating on behalf of others, to work in bold, innovative, and creative ways
- Work with an awareness that we are part of a whole, honoring our differences and collaborating in ways that support our individual and collective goals

¹ Emotional Intelligence is "the ability to recognize and understand both how you and how those around you feel." Page 9, No Hard Feelings: The Secret Power Of Embracing Emotions At Work, Liz Fosslien & Mollie West Duffy