

SCU Values

Definitions & Valued Behaviors



A Living Document

SCU Culture Crew
SCU Cabinet

Adopted July 7, 2017

SCU VALUES – DEFINITIONS & VALUED BEHAVIORS

Core Values

Grit

Definition: We recruit for, express and reinforce determination, perseverance, and passion as part of our strategy for achieving long-term goals. Our strategic efforts coupled with personal motivation, persistence, and teamwork make us successful in reaching sustainability in dynamic healthcare and higher education environments.

Valued Behaviors

- We don't give up! We persevere with courage and resolve – especially in the face of adversity.
- We act with determination, optimism, and confidence.
- We deliver consistent, optimal performance to succeed in ever-changing healthcare and higher education environments.

Transparency

Definition: We emphasize and value clear communication, openness, accountability, and respect. This leads to trust, improved problem-solving, stronger unified teams, and enhanced productivity.

Valued Behaviors

- We are open with each other about our motives and decisions.
- We communicate honestly and respect boundaries.
- We provide, acknowledge and respond to feedback with respect, professionalism, and kindness.
- We make a genuine effort to improve and ask for help.

Sense of Humor

Definition: We love our sense of humor which gives us a sense of perspective. Our sense of humor helps us to manage stress and problem solve creatively.

Valued Behaviors

- We engage our ability to find the humor in everyday situations.
- We laugh at ourselves and find humor in our foibles and mistakes; which contributes to joy in the workplace.
- We take ourselves lightly and our work and learning seriously, mixing humor appropriately to improve productivity and morale.

Permission to Play Values

Respect

Definition: We welcome, embrace and are strengthened by a diversity of ideas, beliefs, and cultures. We cultivate an environment that is supportive, safe, and welcoming. We treat everyone with utmost dignity and honor. Every interaction leaves people feeling valued and trusted.

Valued Behaviors

- We recognize and communicate appreciation for the abilities, qualities, and contributions that enrich the SCU community.
- We show empathy and speak politely to others.
- We attack problems and processes, not people.
- We are considerate of others' time, feelings, ideas, and needs.
- We strive to leave every person feeling valued and trusted by embodying these behaviors.

Integrity

Definition: We adhere to moral and ethical principles, and deeply value moral character and honesty. We bring our values to life through our actions and decisions.

Valued Behaviors

- We acknowledge each other's dignity by being truthful, fair, ethical, and accountable.
- We speak up even when it feels risky. We create a safe environment for people to do so.
- We do not retaliate against those who speak up to affirm and protect people, SCU values, and professional ethical principles.
- We lead by example. We do what we say and say what we mean.
- We uphold the truth, respect confidences, and share all pertinent information.
- We extend trust to each other.

Emotional Intelligence

Definition: We express and manage our emotions and seek to understand, interpret, and respond to the emotions of others. We seek opportunities to grow both as individuals and as teams in empathy, social skills, self-management, and self-awareness.

Valued Behaviors

- We communicate tactfully, courteously, and strategically.
- We demonstrate awareness and resilience in the face of adversity.
- We recognize others emotions and respond with benevolence, kindness, empathy, and poise.
- We recognize how our words and actions impact others and adjust our behaviors accordingly.
- We recognize that sometimes there is no perfect emotional response to a situation and we respond compassionately.

Team Player

Definition: We gladly put the goals of our team ahead of our personal goals and work. As team players, we love working well with others and doing what we need to do to strive for and achieve a common goal together. We openly and willingly share information and ideas.

Valued Behaviors

- We willingly jump in to help others when needed.
- We listen to understand and respond thoughtfully. We reflect back what we hear to make sure we really understand each other.

- We express pride in the team's work - sharing compliments, appreciation, and credit without hesitation.
- We demonstrate enthusiasm for the mission and vision of SCU by working together toward the achievement of our goals.
- We extend gratitude, and offer and accept apologies graciously.
- We keep each other informed while accomplishing our goals.

Accountability

Definition: We willingly take responsibility for our actions. We understand this includes standing behind our decisions as they relate to our roles at SCU. We welcome the opportunity to report, explain, and own implications and consequences of our actions.

Valued Behaviors

- We acknowledge our mistakes. We use these mistakes as opportunities for discussion and learning to prevent reoccurrence.
- When mistakes or problems occur, we move forward by actively focusing on solutions rather than assigning blame.
- We share our current status, progress, successes, and challenges. We support each other by asking for, offering, and providing help when needed.
- We take responsibility for our own work and our teams' work.
- We are explicit about expectations. We communicate openly (timely and preferably synchronously) about values, responsibilities, performance standards, deadlines, and potential consequences or implications of actions.
- We assist others through mentoring and feedback to be their best and do their best.
- We keep our commitments and act on our values. If we are unable to keep a commitment or meet a deadline we inform all people who will be impacted in a timely manner.

Collegiality

Definition: We reinforce, expect, appreciate, and enjoy cooperative interaction among colleagues, and everyone with whom we work, teach, and learn. We respect that everyone at SCU is committed to our common purpose and has the ability to work toward it.

Valued Behaviors

- We welcome frequent opportunities to meet and make shared decisions with our peers and colleagues within and between departments and colleges.
- We respectfully engage in collaboration and creative conflict to innovatively move forward.
- We share resources, time, and experience to support the success of others and of the University.
- We actively seek positive engagement with each other.
- We address conflicts in a direct, constructive, and respectful manner. We avoid gossip and backbiting.
- We face perceived limitations in ourselves and to each other, directly, kindly, compassionately, and respectfully.

Authenticity

Definition: We are genuine - true to our own personality, spirit, and character. We are committed to the expression of the unique identity of each member of the campus community; and to the distinct identities of the integrative health professions, we serve.

Valued Behaviors

- We practice what we preach.
- We create safe spaces to share genuine, constructive perspectives. We ask and actively listen.

- We support and encourage full scope education, including all of our professions on key committees, inviting shared decision making in patient care, supporting policy, and access efforts, and expressing diverse philosophical and clinical approaches.
- We encourage and engage in our personal and professional growth, in SCU's integrative learning culture.
- We speak from the heart while seeking common ground.

Aspirational Values

Evidence Based

Definition: We value a culture of inquiry, assessment, research, scholarship, and judicious use of current best evidence in making decisions. Our decisions and work are continually informed and strengthened by current evidence which helps us integrate new thinking with our own experience.

Valued Behaviors

- We pursue knowledge continuously.
- We seek the best sources of evidence as part of our decision-making process.
- We consistently and continuously review our efforts. We adjust accordingly to improve the quality of our work.
- Our teaching, learning, clinical, research, strategic, and operations work is informed by evidence as well as intuition and experience.

Passion

Definition: We actively seek students, faculty, and staff who share our incredibly powerful, heartfelt excitement, enthusiasm, and compelling emotion for the mission, vision, and values of SCU.

Valued Behaviors

- Of all the places we could be, we choose SCU and can readily articulate why.
- We are energized and fulfilled by learning, teaching, leading, and working to achieve SCU's vision.
- We enthusiastically support and participate in SCU events.
- We are excited about the vision and mission of SCU and demonstrate a commitment to its realization.

Extra mile

Definition: Every one of us makes a special effort to achieve something we are responsible for at SCU. We go above and beyond expectations in our own work, for our team and for any member of the SCU community.

Valued Behaviors

- We contribute more than what is required or expected of us and we do it with a positive attitude.
- We are proactive and anticipate the needs of others.
- We probe, test, and push boundaries to identify new opportunities and learn new skills.
- We learn from our successes and mistakes in equal measure.
- We acknowledge and appreciate those who go the extra mile.

Integrative

Definition: We seek to combine and coordinate diverse elements into a whole. In healthcare, we teach, learn, and lead from this perspective. We create a dynamic, open environment for multiple disciplines and professionals to bring their shared and unique skills together cooperatively for the benefit of the patient. We break down silos, learn from and bring together subcultures and build administrative 'cross team and cross system' processes to create the synergies and culture we seek.

Valued Behaviors

- We collaborate and communicate inclusively between departments and professions, capitalizing on the strengths of each for the benefit of all.

- We respectfully seek and readily share opinions, and integrate ideas from people of various backgrounds, professions, and experiences to improve decision-making.
- We rely on each other's experience and capitalize on each other's strengths.
- We openly address tensions between our professions and departments as current and future leaders in transforming healthcare and higher education. We recognize transformation is a process.
- We seek to continually expand our pool of resources to inform the development of our integrative approach to education and healthcare.
- We live our values.

Adaptability

Definition: We adjust readily and respond to changing circumstances and environments. We are resilient in the face of stress. We understand that positive outlook, connection to our spiritual health, active coping skills, self-confidence, meaning, and acceptance of our limits create vitality. We recognize that change is inevitable, situations are fluid and there is no standing still. We provide and engage in opportunities to maintain and strengthen our resilience.

Valued Behaviors

- We alter our path to achieve our goals wherever it may be necessary.
- We function effectively when faced with time pressures, adversity, disappointment, or opposition. We cultivate focus, poise, and positive thinking in difficult situations.
- We embrace challenges and bounce back from failures or disappointments. Supportive relationships enhance recovery. We grieve, repair, redirect or rebuild, and recover.
- We preserve what is working well, eliminate or improve what is working poorly, and use data to guide these decisions.
- We seek out and learn new methods, procedures, or techniques and shift strategies or approaches in response to situational demands.
- We are comfortable with ambiguity and respond to change with a positive attitude.