

YWCA Metropolitan Chicago behavioral norms

| Shared ownership | Trust | Equity and inclusion | Constructive conflict | Collaboration | Accountability |
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| <ul style="list-style-type: none"> • We make the best decision for the organization overall, not for our own function or department • We share our perspectives and ask questions even if the issue is not in our area of expertise (<i>also contributes to collaboration</i>) | <ul style="list-style-type: none"> • We model curiosity and ask lots of questions • We demonstrate vulnerability and build relationships | <ul style="list-style-type: none"> • We amplify divergent opinions and seek out marginalized voices | <ul style="list-style-type: none"> • We engage in candid, constructive dialogue • We challenge the idea, not the person | <ul style="list-style-type: none"> • We actively listen and reflect • We connect and combine opposing ideas to make integrative decisions, and build on the work of others (<i>constructive conflict</i>) • We proactively share information, context, and resources | <ul style="list-style-type: none"> • We support decisions once made, regardless of personal views (<i>shared ownership</i>) • We do what we say we're going to do |