LEADERSHIP BEHAVIORS EXPECTED FOR EVERYONE

1. I ask questions to understand how my actions will impact teams, departments and the whole system prior to acting.

2. I appreciate the “what,” “how” and “when” of success in my role and practice integrating my behaviors with this understanding.

3. I accept ownership when problems arise and work collaboratively with others to develop solutions.





4. I treat others consistent with our *R1Transforming Culture.*

5. I act interdependently for the benefit of my team, school/department, and system – as a whole.

6. I understand and consistently comply with Richland One policies and procedures and laws and regulations applicable to my position.

7. I continuously improve my ability to receive and provide effective feedback that leads to reflection and increases new skill development and improved outcomes.

8. I have a personal professional development plan that reflects my strengths, opportunities for growth and areas for improvement.

9. I learn from other team members, teams, departments, and stakeholders – including parents, students, and community members of differing backgrounds, ages, gender, race experiences, interests, and skills – to pursue our vision.



LEADERSHIP BEHAVIORS EXPECTED FOR EVERYONE



10 I am upfront, open, direct, specific, honest, and caring in my communications with others.

11 I utilize experience informed by evidence to arrive at judgements and draw conclusions in all cases where appropriate.

12 I practice R1 values, norms and guiding principles for others to follow.

13 I keep the R1 daily commitment – all my words and actions are positive, I learn at least one new thing, I always perform my work to the best of my ability and encourage others to perform their work to the best of their ability.

14 I utilize measurable objectives to monitor the progress of work.

15 I accept ownership for problems and process issues received, and I follow up to ensure successful satisfactory resolution.





16 I set objectives that advance our vision and mission, regularly monitor progress, and adjust when necessary.

17 I practice a service mindset focused on the needs of my customer, beginning with a “how may I serve?” attitude and ending with gratitude for the “opportunity to serve.”

18 I am dependable – delivering measurable outcomes within agreed upon timelines and performing my work with honesty and integrity.