

18

LEADERSHIP BEHAVIORS

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 R1 Transforming 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 meaningful 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.

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

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

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

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.

I utilize measurable objectives to monitor the progress of work.

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

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

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.”

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

10

11

12

13

14

15

16

17

18