

## Shodair Behavioral Expectations

Commitment	Expectation
<p style="text-align: center;"><b>Nonviolence</b></p> <p style="text-align: center;"><i>Being safe physically, emotionally, morally, and socially regardless of gender, race, religion, sexual orientation, countries of origin or socioeconomic status.</i></p>	Creates and utilizes safety plan.
	Does not participate in the “meeting after the meeting.”
	Works towards Shodair’s Mission & Vision by following rules, policies, and procedures.
<p style="text-align: center;"><b>Emotional Intelligence</b></p> <p style="text-align: center;"><i>Managing our feelings so we do not hurt ourselves or others.</i></p>	Understands customers and provides excellent customer service.
	Assumes the best in others. Treats co-workers, families and patients with respect and dignity. Chooses to have a positive attitude.
<p style="text-align: center;"><b>Social Learning</b></p> <p style="text-align: center;"><i>Respecting and sharing the ideas of others.</i></p>	Actively participates with an open mind. Is reflective in the learning process. Is curious but not critical.
	Shares new knowledge with others.
	Learns, knows and uses Sanctuary language and tools.
	Completes all job required trainings on time.
<p style="text-align: center;"><b>Democracy</b></p> <p style="text-align: center;"><i>Shared Governance; ideas are shared so leaders can make the best decisions.</i></p>	Voices opinions and ideas in decision making situations.
	Supports and respects the final decision with actions. If disagrees with decision, is able to do so respectfully while supporting Shodair’s mission and vision.
<p style="text-align: center;"><b>Open Communication</b></p> <p style="text-align: center;"><i>Saying what we mean and not being mean when we say it.</i></p>	Is respectful, clear, kind, and direct. Goes to the source to mitigate triangulation, considers the audience, tolerates expression of emotion and respects differing viewpoints.
	Uses direct communication for complex problem solving and sensitive and/or highly confidential issues.
	Checks organizational emails consistently.
<p style="text-align: center;"><b>Social Responsibility</b></p> <p style="text-align: center;"><i>Together we accomplish more, everyone is accountable and makes a contribution.</i></p>	Completes work assignments by assigned deadlines.
	While in meetings is an active participant (eliminating distractions and side conversations).
	Is aware of competencies and limitations; does not overpromise and is able to deliver on commitments while setting healthy boundaries.
	Owens mistakes, apologizes and makes amends.
	Knows and shares Shodair’s story, mission and vision.
<p style="text-align: center;"><b>Growth and Change</b></p> <p style="text-align: center;"><i>Creating hope for ourselves, our patients, families, organization and Montana.</i></p>	Seeks and accepts constructive feedback; is accountable.
	Creates and meets self-identified goals.

