

# City of Minnetonka Shared Values

## Adaptable Learning & Innovation

- We support on-going learning, recognizing and growing from our mistakes, and strive to continually improve both as individuals and as an organization.
- We support individual and organizational flexibility which encourages active innovation and reasonable risk-taking.
- Every day we have an opportunity to use our individual talents to do great work.

## Authentic Communication

Our communication processes allow for:

- meaningful two-way communication (active listening);
- people to be “in the know”;
- open-minded responses to feedback;
- healthy disagreements; and
- being direct in a respectful way.

## Healthy Human Relationships

- We take personal responsibility for our own actions and for doing what we say we are going to do.
- We enjoy a healthy atmosphere of trust and respect by being trustworthy and respectful.
- We are fair and reasonable in our dealings with each other, our customers, and throughout the organization.
- Our work environment supports the need to balance our careers with family and other important facets of our lives.
- We are committed to our own emotional and physical health.
- We will strive to maintain a healthy and safe working environment.

## Contagious Enthusiasm

- Our climate supports a workplace that emanates positive energy and that is enjoyable (i.e., fun).
- We don't take ourselves too seriously.

## Outcome Focused Teamwork

- We clearly understand what outcomes are expected of us.
- Our work reflects our focus on excellence and on providing exceptional customer service.
- Teamwork and cooperation are the norm in our organization.

## Shared Success

- We equally share responsibility for achieving quality results.
- We freely celebrate our successes in our workplace.
- Meaningful recognition and rewards for excellent service occur frequently and often spontaneously.

