



## Performance Management Core Values

- 1) **Service:** Utilize one's gifts and talents to advance the mission of Stonehill College in service to our students and community.
- 2) **Inclusive Excellence:** Demonstrates a belief in the inherent dignity of each person. Maintains an inclusive environment, free of bias, which welcomes diversity and respect of others' personal differences. Seeks opportunities for self-growth and collaboration in the areas of diversity, equity, and social justice.
- 3) **Passion:** Seeks excellence in all endeavors; adapts to change; has ability to recognize personal strengths and weaknesses and strives for improvement; pursues efficiencies in processes and services and cultivates a passion for life-long learning.
- 4) **Innovation:** Displays self-motivation; has ability to make logical progression on projects with minimal oversight. Able to identify challenges in their area and provide ideas on opportunities to offer workable applications for improvement. Demonstrates commitment, cooperation, and adaptability with changes in job duties. Seeks to improve the way decisions are made by researching best practices.
- 5) **Integrity:** Commits to the highest ethical conduct and strong moral principles. Demonstrates self-awareness; respects confidentiality; admits mistakes; honors commitments and promises. Earns others' trust and respect through professionalism and civility in all interactions.

For supervisors only:

- 1) **Supervisory Excellence:** Strives to bring out the best in each employee by providing feedback on a regular basis and opportunities for professional development. Uses college resources wisely and encourages others to do so; accepts individual responsibility for actions that affect the institution; pursues opportunities to deliver services more efficiently and effectively. Ability to determine when making departmental decisions, how they impact the College as a whole. Ability to collaborate cross-divisionally to create the best outcomes for our students and the College.
- 2) **Commitment to Diversity:** Demonstrates a commitment to increase the diversity of our community by hiring, training, supporting and retaining diverse candidates. Communicates openly a desire to promote a culture of belonging. Aware of the College's capacity and mission to be a catalyst for the transformation of society; work towards the creation of a more just and compassionate world.