

The following is a list of expectations that are not included in your job description. We feel it is extremely important for everyone to know what is expected of them. Please review the list and clarify any questions you may have. This list is intended to help you make an easy transition to our organization.

Maintain and promote a winning attitude.

- Look at problems as opportunity. How can we improve?
- When you bring a concern to an officer bring two possible solutions.
- Do not engage in chronic complaining. Be part of the solution, not part of the problem. Complaining does little to improve the organization. Help us work towards positive solutions.
- Don't accept negative attitudes in others. Bring negativity to their attention.
- Avoid negative thinking. Negative thinking is contagious and limits our potential.
- Remember...Attitude is a choice, choose to have a good one.
- Develop a "CAN DO" attitude. You are in control of your potential.
- Focus on making a positive impact on others and the organization.
- Seek out opportunity and ways to implement.
- Deal in *FACTS*, not assumptions.

Practice the Golden Rule.

- Treat others the way you wish to be treated.
- See value in others. Everyone has value.
- Care about the other members and help them succeed.
- Focus more on the positive attributes of others instead of the negative. We will not ignore the negative, but we will emphasize the positive.
- Help energize others by being motivated yourself.

Be a team player.

- Participate in meetings and training.
- Help your fellow members succeed.
- Remember...We win and we lose as a team, not individuals.
- Keep communications open.
- Always seek win-win solutions.
- Have fun. Enjoy working with the group.

- Make it a safe environment.
- Build relationships to improve trust and understanding.
- Allow mistakes. We will all make mistakes when we try new ideas.
- Learning must take place when we make mistakes.
- Poor performance is not tolerated.
- Recognize fellow members for a job well done.

Seek excellence.

- Increase your education and skill level.
- Focus on helping to move the organization forward.
- Finish what you start. Get help if you need it.
- Seek to improve everything we do.
- Think why we can, instead of why we can't.
- Be data driven.
- Understand our budget is limited. How can we make the biggest impact with what we have?

Do that which is right.

- Everything you do must be done in a moral, ethical, and legal manner.
- Contribute to the mission and vision of the organization.
- Help accomplish our goals.
- Always consider the internal and external customer.
- Remember the 10 Commandments are not outdated.
- Be trustworthy and show integrity.

Stay focused.

- Remember...you're here to help the organization succeed.
- Stay focused on contributing to the mission, vision, and goals.
- Don't get distracted with personal agendas.
- You are our most valuable resource...we will support you through education, training, coaching and counseling.
- Every task that you engage in must be aligned with the mission.

Participate.

- Participate in meetings, trainings, special details and emergency calls.

