

# San Juan Island EMS Mission and Core Values

## Behavioral Expectations

Volunteering or employment with San Juan Island EMS assumes individual commitment to our mission and core values just as the organization of San Juan Island EMS is committed to applying the mission and values to all levels of organizational activity.

I make a personal commitment to:

### **Respecting Individual Dignity and Worth**

- Treat all persons with respect
- Foster creativity, innovation and appropriate risk-taking
- Expect high level of performance; encourage and exercise highest professional potential
- Resolve conflicts openly and directly
- Take a positive approach to problem-solving, avoid placing blame and acknowledge mistakes
- Support a work environment that fosters development of the individual
- Give positive and constructive feedback to others
- Listen and respond
- Speak with sensitivity about the needs and feelings of others
- Handle unanticipated events and crisis situations in a positive and constructive manner
- Participate in orientation and educational opportunities
- Respect confidentiality of information

### **Stewardship**

- Make decisions consistent with San Juan Island EMS Mission and Core Values
- Work toward community collaboration regarding provision of services
- Respect the natural environment
- Work together to continually improve the quality and cost-effectiveness of services
- Encourage responsible use of the resources needed to achieve the organizations goals
- Reward high performance

### **Collaboration**

- Work with civic, community and private agencies and providers to improve the quality of life in our community
- Support and respond to organizational and community needs
- Encourage a team approach in accomplishing objectives
- Keep communication open, inviting criticism and new ideas from all sources
- Involve all those affected in decision-making

## **Social Justice**

- Consider the needs of the individual, as well as the organization, when making decisions
- Promote an environment which values ethical behavior
- Promote an environment which supports time and reflection on our behavior
- Advocate for those who are vulnerable and disadvantaged
- Identify and address social causes of illness

I understand that I will be held accountable to these standards. I will invite and be receptive to others' observations in order to support my ongoing development.