

Cedars

Creative, Productive, Joyous Lives



Cedars Culture: Core Values

Can-do	Best Expression	Happy	Sense of Belonging	Calling
Solution-Oriented Collaborative Innovative Entrepreneurial	Person-Centered Self-Confident Self-Actualized Independent Proud Heard (Having A Voice)	Creative Productive Joyous Healthy Safe Unconditional Love	Destigmatize Dignity Valued Shared Humanity Appreciated Understood Connected	Compassionate Caring Passionate Committed Leaderful Patient

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Cedars Culture: Values Defined

Can-Do.

Cedars is a “Can-Do” organization. Everyday there are a myriad of immediate and long-term problems to solve. Cedars staff understand that is the nature of our work and embrace the challenges of working diligently together to solve them in a timely fashion. We do this primarily by being:

Solution Oriented: Rather than bemoaning a situation, staff focus on how best to solve a problem by analyzing impacts, costs, etc. and focusing on implementation. Cedars staff are action-oriented and aspirational problem solvers, always keeping the desired results foremost in our minds.

Collaborative: We are team-oriented and enjoy the dynamics working as a diverse team. Our solutions often come by having individuals across the organization bring their insights and expertise to solve problems, often arriving at better decisions and implementation than if the challenge were addressed by one person alone.

Innovative: While staff always seek out best practices to solve problems, we also focus on developing our own creative solutions based on what is best for participants and the organization.

Entrepreneurial: We push ourselves to iterate and create new solutions that challenge the status quo and drive long-term change. When we see something that needs correcting, we create an environment where everyone can speak up and actively seek solutions—choosing what’s right over what’s easy or been done before.

Best Expression

At the heart of everything we do is a dedication to leading a life as our best expression. Staff and participants build deep connections, prioritize personal growth, and engage in activities so each person can become connected with their true selves.

Person-centered. We prioritize individuality, personal preference and choice. Programs and support models are not “one size fits all.” Activities are created to match the interests of participants, and incorporate the skills, hobbies, and passions of staff.

Self-confident. Our participants are supported and encouraged to feel confident in themselves and their contributions to and roles in their communities.

Self-actualized. Everyone strives to achieve their full potential and personal best. Learning and experiences are approached with a growth mindset.

Independent. Participants are supported (not “served”) to have control and agency in their own lives.

Proud. Participants feel satisfaction and a sense of ownership of their contributions to the organization and their local community. Accomplishments of all sizes are celebrated. Staff feel integrity in their work and proud to be an important part of an organization that is well-regarded.

Heard/having a voice. Participants are heard and their opinions are valued. Their voice drives the direction of their services and stays true to “nothing about us without us.” We acknowledge the distinction between what is important *to* someone and what is important *for* them, and seek to have both inform daily life.

Happy

To put it simply, Cedars is successful because staff and participants are happy to be here. We understand that many components contribute to a rich and happy life.

Creative. Staff and participants are inspired! They use unique, artistic, and original ways of looking at problems, finding opportunities, and expressing themselves.

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Productive. Staff and participants feel value in working hard and contributing to their communities; they take their work seriously.

Joyous. Staff and participants spend time doing things they enjoy. They care deeply about their peers and their craft.

Healthy. Cedars understands the importance of health in enhancing quality of life. Our approach to health is holistic, and recognizes the interconnectedness of many elements to encourage a healthy lifestyle.

Safe. Participants know that they are safe – both physically and emotionally. Growth happens when people know they are accepted for who they are and met where they're at.

Unconditional Love. With a foundation of unconditional love, relationships between Cedars staff and participants are authentic. They form a unique blend between that of coworkers, advocates, friends, and family. Connections are mutually beneficial and sometimes last a lifetime.

Sense of Belonging

Cedars work is rooted in the belief that everyone should feel valued, understood, and have a sense of belonging.

Destigmatize. Cedars aims to advocate, both in our local community and on a legislative level, to eliminate the stigma for people with disabilities.

Dignity. Participants are treated with dignity and respect in every context. Supports are developed to strengthen participants independence and their roles as self-advocates.

Valued. Cedars recognizes the importance of all participants to feel self-worth and as important contributors to their communities. Staff should feel as though their individual efforts contribute greatly to the success of the organization as a whole.

Shared Humanity. Cedars staff approach their work with an understanding that we are all people and our similarities bring us much closer together than our differences could push us apart.

Appreciated. Cedars aims for all participants to feel appreciated and highly-regarded, and to show gratitude in daily interactions as well as at organizational celebrations.

Understood. Staff ensure that participants *feel* understood and *are* understood, taking time to listen, and get to know how each person communicates their needs and preferences.

Connected. Participants are encouraged to engage in meaningful activities in their local communities. They form friendships that go beyond our “work” with staff, participants, and neighbors.

Calling

Work at Cedars is seen as more than a means to a paycheck. For many, it is their lifework.

Compassionate. Staff work to understand how participants see and experience the world and carry out their work with love, empathy, and compassion.

Caring. Staff deeply care about this population. They provide heartfelt support and build genuine relationships with all participants.

Passionate. Staff are passionate about their work; this is not just a job, but a calling.

Committed. Staff feel a sense of duty to complete their work to the best of their ability. They are dedicated and dependable.

Leaderful. Cedars staff lead by example and approach their work with originality.

Patient. Patience is an essential qualification and skill for staff. They understand the importance of taking time to understand how each participant thinks and acts, while persevering when problems or challenging behaviors arise. They are grounded in their work.

Respect. Staff respect one another and view every role as an important contribution to our shared mission. They speak to one another with intention and dignity.

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Cedars Culture: Values Roll-Out

Once we have fully crafted and defined our values, we will ensure they permeate the organization by means of:

1. **Recruitment** - how do these values manifest in how we brand ourselves and go about attracting the talent we want on staff? how do these values shape our vetting and hiring processes? (e.g. how can we vet candidates' ability to embody these values?)
 - o Concrete ideas: values rubric for hiring; putting values on the first page of job descriptions; etc.
2. **Onboarding** - once a new hire is identified, how do we ensure we see these values for what they are: the guiding light for everything they will do here at Cedars? For example, how do we want to communicate and explore these values with a new hire on the first day?
 - o Concrete ideas: walk-and-talk with the Chuck Greene (ED) on the first day to talk about these values, answer clarifying questions, and explore what professional development the new hire might want to get stronger at one or more of the values.
3. **On-going support** - how do these values manifest in our day-to-day operations? For example, how do they show up in our team meetings, in our internal communication, in our conflict resolution, in how we give and receive feedback, etc.?
 - o Concrete ideas: all feedback has to be anchored in a value to ensure both parties are aligned as to *why* the feedback is important to incorporate; explaining leadership decisions in terms of the value(s) that helped shape the decision; etc.
4. **Accountability** - how can we hold ourselves and one another accountable to embodying these values? For example, how can we positively reinforce and celebrate times when these values are present, and how can we bring individuals back when they go astray from these values? How do the values show up in performance reviews, compensation decisions, etc.?
 - o Concrete ideas: 'values awards' for individuals/teams who best embody one of the values; end-of-year reviews are reflections on how well an employee lived the values and where there is opportunity to improve, etc.