



PRIMAVERA  
FOUNDATION

# GUIDING PRINCIPLES

**WE HONOR PROGRAM PARTICIPANTS, CO-WORKERS, LOCAL NEIGHBORHOODS, AND THE LARGER COMMUNITY THROUGH OUR COMMITMENT TO THE FOLLOWING GUIDING PRINCIPLES:**

## INTEGRITY

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We exhibit honesty, patience, and tolerance in dealing with others.

We are truthful in our interactions, make and keep promises, and accept and offer constructive criticism. We take responsibility for our actions and decisions and avoid placing blame on others.

We are reliable in completing tasks and fulfilling commitments to others.

Our discussions are open and we make information available to all concerned.

We refrain from speaking negatively about others and apologize when appropriate.

## RESPECT

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We work to build trust and confidence.

We honor confidentiality, and maintain appropriate boundaries.

We welcome different opinions and agree to disagree.

We are professional and ethical in our treatment of others.

We seek out others' points of view and demonstrate support of co-workers.

## ACCOUNTABILITY

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We recognize our responsibility to donors and participants for appropriate stewardship of the resources and trust vested in us.

We base the goals of our activities on our mission and shared vision.

We continuously evaluate and strive to meet the needs of participants, staff, and volunteers.

We work together to accomplish desired outcomes, demonstrate a commitment to organizational goals, and hold ourselves accountable for the agency's effectiveness.

We each fulfill our specific responsibilities in the organization, and acknowledge and value the roles/responsibilities held by others.

## COMPASSION

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We offer caring and sensitivity to each other and participants.

We promote an atmosphere of tolerance, inclusion, and good humor.

We are sympathetic to the needs of others and seek to alleviate that suffering through compassion and the pursuit of our mission/goals.

We value diversity and confront discrimination and injustice of any form.

## LEADERSHIP

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We create a safe, trusting and stable environment where the individual and group can take risks and assume leadership.

We recognize and reward participation, risk-taking, and leadership.

We respect questioning and self-examination, and understand that growth and creativity often require risk-taking and change.

As leaders, we strive to find the balance between following and leading within groups. We take a lead role in advocacy issues that are the foundation of Primavera's mission.