

# CULTURE CLUB

Culture Club is more than just a club, it embodies who we are, how we function through compassion and how we unleash love within our community. While we spend our lives together doing this work, we can choose to create a humane and healthy workplace for ourselves and others! Initiation to the Culture Club is easy, just agree to join us to make the world and our organization a better place!

## **Paws for COMPASSION**

- Treat animals as if their life and wellbeing are as important as your own pets.
- Acknowledge the emotional aspects of our work by expressing and hearing feelings.
- Understand that differences are not wrong. Work through conflict and challenging conversations.
- Say “thank you”, and “good job”, and “I appreciate you”.
- Welcome new people, be supportive and offer help.

## **R-E-S-P-E-C-T find out what it means to me!**

- Respect each other, our community, our resources and the pets in our care.
- Take responsibility to correct issues and communicate concerns.
- Know your limitations and seek help when needed.
- Be thorough, careful and precise in your work.
- Communicate directly or upwards rather than gossiping with others.
- Give people the benefit of the doubt or ask if you have questions.
- Use in person meetings when the conversation calls for it as emails can be misinterpreted.
- Wear ID badges, learn and use others' names.

## **Stop, COLLABORATE & Listen!**

- Strive to seek information from those it affects before making decisions.
- Respect decisions once they're made.
- Practice “we” thinking. We achieve goals together or not at all.
- No ego! Acknowledge the skills, contributions and various roles of others.
- Support, mentor and uplift those around you.
- Set others up for success by sharing information and helping each other.
- Provide accurate, thorough, objective documentation and feedback.
- Humane Fort Wayne is more than a workplace, it is love un-leashed

## **We Da Greatest - at INNOVATION**

- Strive to constantly improve the customer service experience.
- Actively look for opportunities to make things better for animals and people.
- Don't let the fact that nothing is perfect stop you from trying to always make things better.

## **I am RESILIENT and you're gonna hear me roar!**

- Identify healthy ways to reduce or release stress and ask for help when you need it.
- Be self-reflective and willing to learn and improve professionally and personally.
- Remember your “Why” and why you are involved with Humane Fort Wayne.
- Take pride in your work.



**Ready for your ticket to the Culture Club? Sign Here!**

Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_