

*Texana's Leaders demonstrate the Center's core values by their actions, behaviors, and attitudes.*

**Collaboration:** We work together with the people we serve, our staff, families, and communities to deliver life-changing services. We strive to find solutions through open communication, trust, and diverse talents and perspectives.

**As a leader I demonstrate this value when**

- *I put needs of others first.*
- *I communicate effectively.*
- *I share decision-making and credit for successes.*
- *I celebrate team achievements.*

**Accountability:** We make a conscious effort to do what is right for the people we serve and our staff. We strive to be responsible as an organization, and for our staff to be trusted, reliable, and consistent.

**As a leader I demonstrate this value when**

- *I do not ask others to do something that I am not willing to do myself.*
- *I choose honesty over harmony.*
- *I provide adequate resources and supervision to employees to be successful and accountable.*

**Respect:** We treat the people we serve and our staff with kindness, dignity, and integrity. We strive for a safe workplace, where all are welcomed, heard, and have a sense of belonging.

**As a leader I demonstrate this value when**

- *I treat all people served and employees equally and without judgement.*
- *I assume good intent.*
- *I am humble and practice gratitude.*
- *I address mistakes with kindness, and apologize for my own mistakes.*

**Excellence:** We make a difference for the people we serve, our community, and our staff through our commitment to quality, innovation and improvement. We strive to empower those we serve and our staff to reach their greatest potential.

**As a leader I demonstrate this value when**

- *I look for the good in others and areas of improvement in myself.*
- *I recognize employees for a job well done and encourage them to do even greater work in the future.*
- *I ask for feedback on how to make improvements.*
- *I take risks and try new processes to make things better.*