

Parks, Recreation, and Forestry Department Value: INTEGRITY

We Show Honesty, Openness, and Demonstrate Mutual Respect and Trust in Others By:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
Demonstrates Honesty	Not Always Truthful and Forthcoming	Always Truthful and Forthcoming	Model, Coach and Reinforce
Demonstrates Respect	Not Considerate or Supports Others Lack of Consideration	Considerate of Others - Listen - Eye Contact - Respond Appropriately	Model, Coach and Reinforce

- **SERVICE** is responsively delivering on our commitments to all of our internal and external customers.
- **INTEGRITY** is honesty, openness, and demonstrating mutual respect and trust in others.
- **QUALITY** is providing public services that are reflective of "best practices" in the field.
- **DIVERSITY** is actively welcoming and valuing people with different perspectives and experiences.
- **SHARED PURPOSE** is functioning as a team to attain our organizational goals and working collaboratively with our policy makers, departments, employees, and customers.
- **STEWARDSHIP OF OUR RESOURCES** is conserving the human, natural, cultural, and financial resources for current and future generations.

Parks, Recreation, and Forestry Department Value: SERVICE

We Responsively Deliver On Our Commitments To All Of Our Internal And External Customers By:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
Responds to Customers Needs	Failure to Respond to Customer Needs	Strives in a Positive Manner to Meet Customer Needs	Provides Greater Level of Service than the Customer Expects
Apply Best Practices (Timely, Courteous, Concise, Accurate, Meets Applicable Professional/Technical Best Practices)	Does Not Meet Best Practices	Meets Best Practices	Exceeds Best Practices

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Parks, Recreation and Forestry Department Value: SHARED PURPOSE

We Function As A Team To Attain Our Organizational Goals And Work Collaboratively With Our Policy Makers, Departments, Employees, And Customers By:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
Cooperation with Policy Makers, Departments, Employees, and Customers	Fails to Exhibit Teamwork	Exhibits Teamwork	Anticipates and/or Offers Assistance
Individual Participation in Meeting County and Department Objectives	Does not Actively Participate or Hinders the Participation of Others	Actively Participates	Models, Coaches, and Reinforces

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Parks, Recreation and Forestry Department Value: QUALITY

We Provide Quality Public Service To Our Customers By:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
Provide Quality Services That Reflect "Best Practices" In The Field	Fails To Meet Applicable Standards Unwilling To Adapt To Change	Meet Applicable Standards Continually Look For Ways to Improve Adapt To Change	Exceed Applicable Standards Anticipate Change And Plan For It Upgrade Knowledge, Skills, Abilities Proactive In Creating Positive Change

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Parks, Recreation and Forestry Department Value: DIVERSITY

We Demonstrate Valuing Diversity By:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
Welcome and Value People With Different Perspectives and Experiences	Fails to Accept Diversity Exhibits Prejudices Or Biases	Welcome and Value People With Different Perspectives and Experiences	Promote Acceptance and Respect Between Diversified Groups and Individuals Model, Coach and Reinforce

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Parks, Recreation and Forestry Department Value: STEWARDSHIP OF OUR RESOURCES

We Provide Stewardship Of Resources By:	Indicators of Ineffective Behavior (Needs Improvement)	Indicators of Successful Behavior	Indicators of Exceptional Behavior
Conserving Human, Natural, Cultural and Financial Resources	Wastes Resources Negatively Impacts Departmental Resources	Sustain a Healthy, Collaborative Work Environment Performs in a Cost Effective Manner Manage And Protect Natural Resources On A Sustainable Basis	Employs Creative and Innovative Approaches To Stewardship Strives To Minimize Waste and Maximize Value Model, Coach and Reinforce

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