



Employee Compact

The Community Leader in Delivering Exceptional, Responsive, and Consumer Focused Behavioral Health Services.

Purpose of Compact:

- *Sets the expectations for what our organization and employees commit to; operationalizes Code of Courtesy
- *Creates a mutual understanding of shared responsibility
- *Aligns with our mission, vision, and values

HIAWATHA VALLEY MENTAL HEALTH CENTER

WE VALUE PEOPLE AND RELATIONSHIPS BY:

- *Engaging with others in a way that cultivates respect and room for growth
- *Creating a climate that promotes a sense of community
- *Providing and allowing opportunities for connection
- *Annually reviewing compensation plan philosophy
- *Nurturing positive and professional relationships while actively resolving differences
- *Fostering a culture that appreciates for uniqueness and differences

WE INVEST IN OUR PEOPLE BY:

- *Cultivating ways to fund services and staff resources
- *Helping staff develop skills needed to achieve organizational goals
- *Creating a culture that values self-care and connection

WE COMMIT TO OUR PURPOSE BY:

- *Attracting, engaging, and retaining great staff, providers, and leaders
- *Determining strategic direction and engaging all in it
- *Managing the rapid changes in the behavioral health system
- *Developing and allowing opportunities for growth and education

WE PROVIDE A CULTURE OF OWNERSHIP BY:

- *Fostering an environment that values engagement in improvement
- *Engaging collaboratively with others
- *Taking pride in our work
- *Valuing the importance of our presence in the community
- *Upholding the highest standard of integrity in all of our actions

EMPLOYEE

I VALUE PEOPLE AND RELATIONSHIPS BY:

- *Engaging with others in a way that cultivates respect and room for growth
- *Learning about one another's differences and incorporating that knowledge into my work
- *Collaborating with others to help all succeed and provide the best possible service

I COMMIT TO GROWTH AND DEVELOPMENT BY:

- *Continuously learning and growing in my role
- *Performing with the highest levels of integrity and professionalism
- *Being open to feedback and engaging in reflection

I SUPPORT OUR PURPOSE BY:

- *Providing an outstanding experience of care and enhancing the well-being of our communities
- *Supporting the mission and vision of our organization and connecting it to my daily work
- *Participating in efforts to improve and grow

I ENCOURAGE A CULTURE OF OWNERSHIP:

- *Recognizing and valuing the differences of each individual's contribution
- *Engaging collaboratively with others
- *Taking pride in my work
- *Valuing the importance of our presence in the community
- *Upholding the highest standard of integrity in all of my actions
- *Advocating for staff well-being and supporting others