

## PASSION

- Leads with energy, humility, joy and fun.
- Champions DreamSpring's needs.
- Tenaciously overcomes obstacles.
- Enthusiastically encourages and celebrates the success of all stakeholders.
- Practices random acts of compassion.

## PIONEERING SPIRIT

- Actively recognizes and rewards innovation.
- Embraces change with agility and humor.
- Craves learning, from failures as well as successes.
- Inspires others to think outside the box.

## INTEGRITY

- Exemplifies DreamSpring values.
- Builds trust by continually exhibiting honesty and respect.
- Demonstrates personal commitment to organizational transparency.
- Role models initiative, responsiveness and skill in crucial conversations.
- Actively maintains appropriate boundaries and professional relationships.

## EXCELLENCE

- Consistently seeks opportunity for improvement.
- Enthusiastically strives to exceed expectations.
- Exercises personal discipline and rigor to achieve outstanding team results.
- Demonstrates extraordinary execution, delivering quality work products that are accurate and on time or ahead of schedule.
- Takes responsibility for personal well-being.

## ACCOUNTABILITY

- Holds oneself and others accountable for behavior, actions and results.
- Proactively and appropriately takes responsibility to be informed and inform others.
- Seeks and embraces feedback.
- Owns mistakes and works to carefully and rapidly repair and learn from them