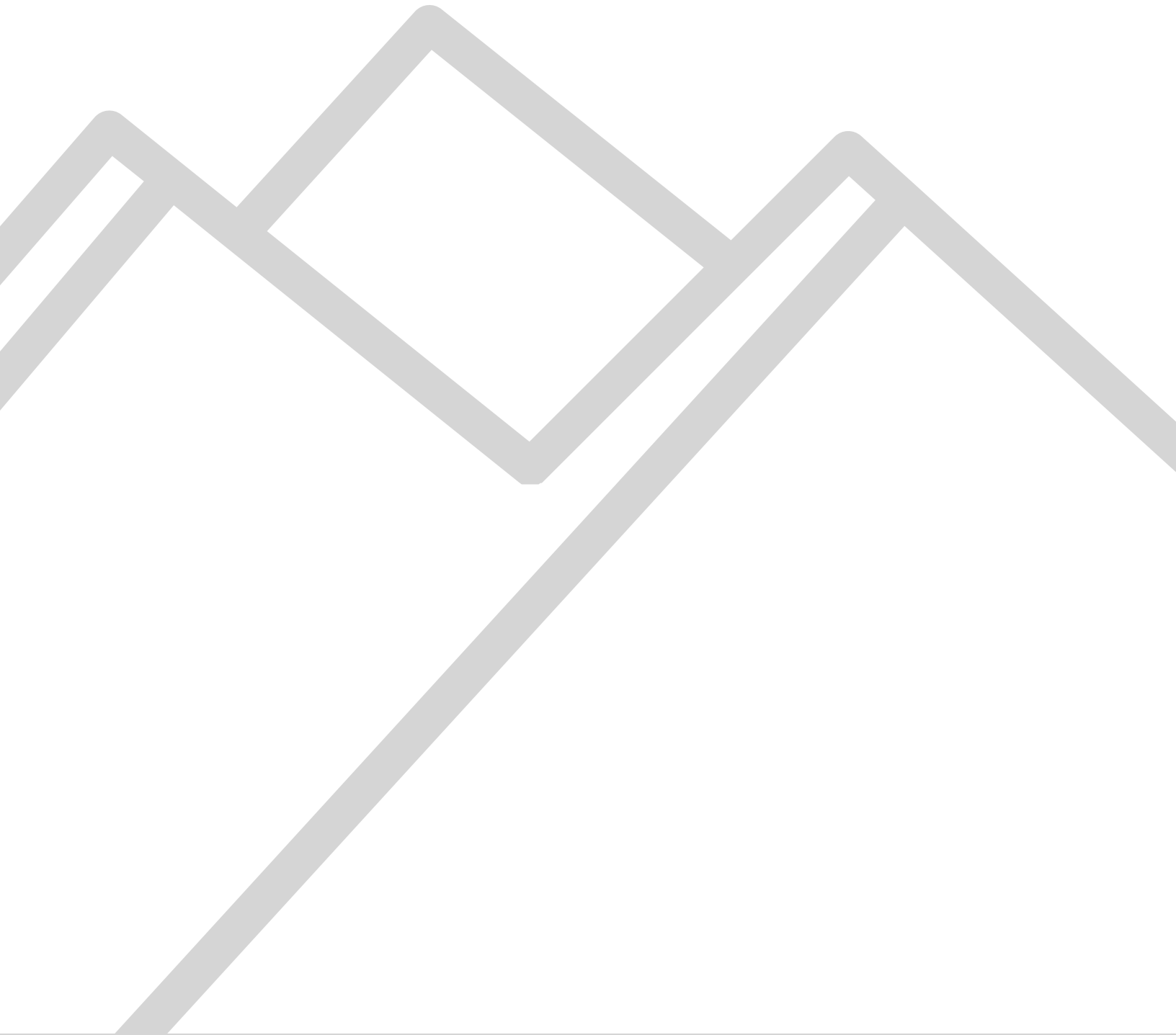


LIVING INTO OUR VALUES



Purpose

An **Inspired Team** Driving Real Estate
Opportunities and Results **Using**
Innovative Solutions.

Aspirations

Create the Culture that
Creates Customers
Automate to Elevate

Values

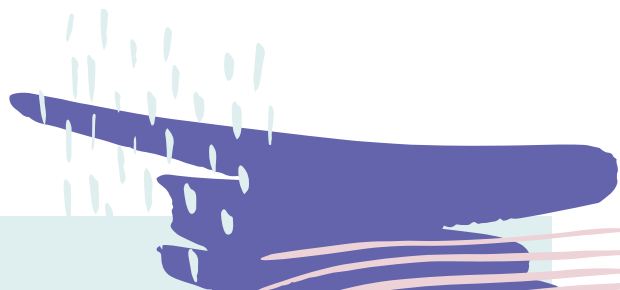
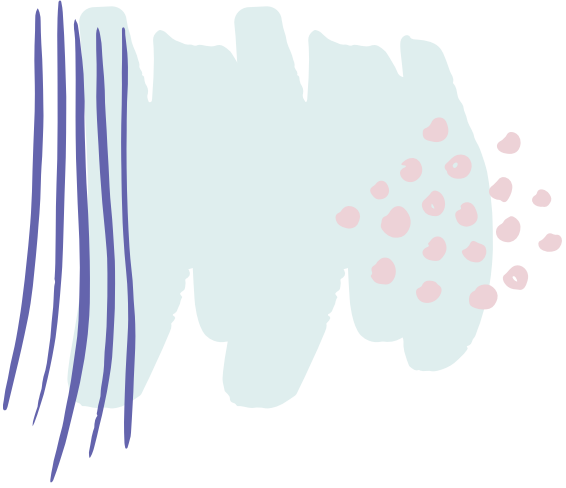
Be A Leader

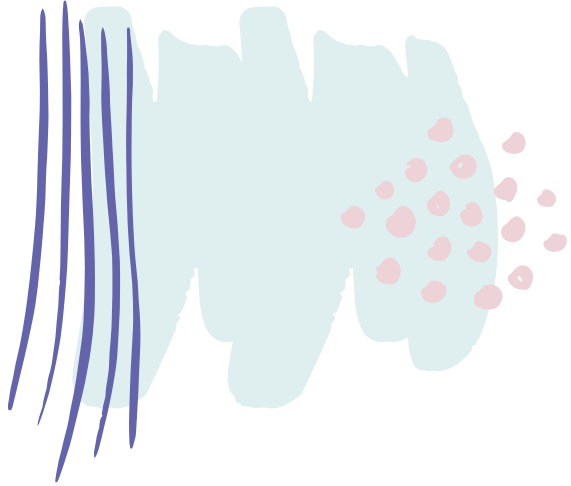
Challenge the Process

Elevate One Another

OBJECTIVES

1. DEFINE WHAT BE A LEADER, CHALLENGE THE PROCESS, AND ELEVATE ONE ANOTHER MEAN.
2. IDENTIFY BEHAVIORS THAT ARE TEACHABLE AND OBSERVABLE, AND THAT WE WILL HOLD OURSELVES AND OTHERS ACCOUNTABLE TO.





A VALUE IS A WAY OF BEING OR BELIEVING THAT WE HOLD MOST IMPORTANT. LIVING INTO OUR VALUES MEANS THAT WE DO MORE THAN PROFESS OUR VALUES, WE PRACTICE THEM. WE WALK OUR TALK- WE ARE CLEAR ABOUT WHAT WE BELIEVE AND HOLD IMPORTANT, AND WE TAKE CARE THAT OUR INTENTIONS, WORDS, THOUGHTS, AND BEHAVIORS ALIGN WITH THOSE BELIEFS. - BRENE' BROWN

DEFINITION



BE A LEADER

WHAT DOES THAT MEAN?

I strive to inspire others.

I take initiative, express my ideas and take action.

I know mistakes happen. I own mine and make amends.

I'm aware of my competencies and limitations.

I embrace challenges, maintain focus and keep others moving forward.

I accept accountability for setting and achieving goals that support our Purpose.

CHALLENGE THE PROCESS

WHAT DOES THAT MEAN?

I ask "Why?"
and am willing to
explain "Why."

I give and receive
feedback in a
respectful and
daring way.

I take responsibility for our
customer's experience by seeking out
and listening to their needs in order
to develop ideas and solutions.

I seek new,
creative ways to
improve.

I lean into
difficult
conversations,
meetings and
tasks.

ELEVATE ONE ANOTHER

WHAT DOES THAT MEAN?

I practice gratitude and encourage and recognize the accomplishments of others.

I ask for help and willingly offer help to others.

I am responsible for the energy I bring to situations, so I stay positive and assume positive intent of others.

I empower others by teaching and delegating responsibilities (not only tasks).

I take responsibility for developing and maintaining professional relationships.