

A GUIDE TO OUR

VALUES & TEAM NORMS

Together, we are creating a world where children with pediatric feeding disorder will thrive. To do this, we need to remain laser focused on our mission: Furthering advances in pediatric feeding disorder through accelerating identification, igniting research, and enhancing collaborative care. We stay true to our mission, values, and each other.

COLLABORATIVE

Our Definition:

We partner to ensure every voice is heard, ideas are openly shared, and we work towards a common goal.

What it is:

- Actively listen
- See conflict as an opportunity for growth
- Assume good intent
- Trust and value one another
- Ask for and accept critical feedback
- Welcome diverse opinions
- Communicate openly

What it isn't:

- Operating in silos
- Just saying yes
- Avoiding difficult or uncomfortable conversations

INNOVATIVE

Our Definition:

We take the initiative to leave comfort zones, embrace new ideas, and generate change.

What it is:

- Envision big and test ideas
- Share information to come to a quick consensus
- Being risk aware, not risk avoidant
- Continuous feedback loops and learning
- Progress vs. perfection
- Fail fast and iterate

What it isn't:

- Set in old ways and versions of success
- Fear of things that are difficult or uncomfortable
- Scripted and stagnant
- Linear
- Unwilling to grow

INCLUSIVE

Our definition:

We lead with trust and empathy to invite and value all perspectives.

What it is:

- Practice authenticity and vulnerability
- Utilize people's strengths
- We call-in each other
- Always ask what perspective we are missing
- Identify bias, practice self-awareness
- All voices heard

What it isn't:

- Voiceless members
- Hierarchical
- Exclusive and judgmental
- Being close-minded
- Group-think