



King County

Executive Branch

# TRUE NORTH – & VALUES –

## Making King County a welcoming community where every person can thrive.



### We are one team

- We put the team's interests first.
- We partner well with others to get work done and achieve County objectives.
- We value listening, seeking diverse perspectives, and engaging others to challenge our assumptions.
- We assume positive intent of others.
- We are honest, direct, and actively share information.



### We solve problems

- We make problems visible and treat them as opportunities.
- We embrace data, analysis, and science.
- We innovate and challenge the status quo.
- We align solutions with strategic priorities, goals, and objectives.



### We focus on the customer

- We continuously seek insight into customer needs.
- We identify opportunities and always try to improve and personalize the customer experience.
- We interact with respect, courtesy, and calmness.



### We drive for results

- We act with speed, commitment, and persistence.
- We accept responsibility and hold ourselves and others accountable.
- We take the initiative and tackle tough assignments.
- We improve our processes and master the details.



### We are racially just

- We acknowledge racism and oppression and seek to undo it at all levels.
- We recognize our positional power and how it affects our interactions with others and the communities we serve.
- We act as champions to achieve racial justice.



### We respect all people

- We actively seek to learn and understand all perspectives, beliefs, and values.
- We engage all people in decisions affecting them.
- We recognize all people for their contributions and accomplishments.



### We lead the way

- We seek to understand the big picture and think creatively.
- We communicate with clarity and conciseness.
- We advocate and advance organizational priorities.
- We exercise strong judgement and decision making.
- We inspire others.



### We are responsible stewards

- We act responsibly with our resources, and we protect and contribute to the things that make this region special.
- We demonstrate financial acumen and a commitment to controlling costs.