

CTC Staff Values

Reference No.: 4.4
June 26-27, 2025

IMPACT

We value making a meaningful difference for communities across the state.

We create positive impact through:

- Equity and accessibility in action
- A focus on sustainable and economically beneficial solutions
- Program and policy expertise
- Collaboration for greater reach
- Active engagement with communities and partner organizations

LEADERSHIP

We foster the growth and development of our team as leaders by embracing a growth mindset.

To foster leadership, we:

- Provide opportunities for individual and career advancement
- Support continuous learning for professional growth
- Empower our staff to take initiative and own their work
- Encourage staff to “lead from the seat they’re in”
- Create an environment where diverse perspectives are valued and respected

INTEGRITY AND ACCOUNTABILITY

As public stewards, we conduct ourselves with honesty, consistency, and transparency.

To demonstrate integrity and accountability, we:

- Apply policies, decisions, and expectations consistently
- Take ownership of our actions and their outcomes
- Follow through on our commitments
- Clearly communicate decisions, rationale, processes, and methodologies
- Engage proactively with the public, communities, and partner organizations
- Seek feedback and refine our processes to uphold the highest standards of public service

COLLABORATION AND TEAMWORK

We value working together as a team and with partners to achieve our shared goals.

To achieve effective collaboration and teamwork, we:

- Communicate clearly
- Seek and respect diverse viewpoints to foster a positive work environment where everyone feels valued
- Build trust among our teams and with partners
- Listen actively
- Define roles and responsibilities
- Create a culture of constructive feedback
- Use shared tools and technology effectively
- Adapt to address changing circumstances

