

Values in Action

The following twenty actions are derived from our Core Values and crucial to maintaining a healthy culture as we grow. These are the things that, if done more consistently, would make Worthwhile a more amazing version of itself. We call these ViAs for short.

Be Relentless About Improvement: With innovation and growth as our goals, we seek candid feedback, continuously evaluate our methods, platforms, and technologies and guard against complacency.

Honor Commitments: We keep our commitments, doing what we say we will do when we said we would do it, and renegotiating ahead of the due date when circumstances change.

First, Plan: We take time to ask questions, develop a keen understanding of desired outcomes, and anticipate challenges before getting started.

Deliver an Uncommon Client Experience: We empathize with clients, anticipate their needs, and attend to every detail of our image and interactions with the utmost professionalism.

Have a Bias for Action: Like the buffalo running toward the storm, we act decisively, proactively resolve issues, and engage in tough conversations.

Fix Problems at the Source: With a long-term outlook, we invest the effort to get to the simplest solution for the true root of a problem.

Participate, Debate, and Align: We have an obligation to actively engage, communicate candidly and respectfully, and commit to the resulting course of action.

Tell People What's Up: Understanding that communication is part of everyone's job, we consistently use our digital tools to relay status and track our actions.

Bring Solutions: When addressing a problem, we always offer a possible solution, remaining clear-headed and creative, especially under pressure.

Practice Human Connections: When in doubt, we communicate through a more personal medium to convey context, ensure clarity, and strengthen relationships.

Exercise Generous Encouragement: We're fans of our coworkers; we cheer them on, tell them specifically how they're making a difference, err on the side of abundant gratitude, and celebrate their successes.

Nurture Excellence Through Feedback: We have high standards and believe we can reach them; providing perspective, we let our coworkers know what they may be missing.

Get the Facts: We form conclusions based on appropriate research versus incomplete information.

Practice Servant Leadership: We help the people around us flourish by equipping them to be more effective.

Be the Go-To Person: We endeavor to stay helpful and flexible, supporting coworkers and desired outcomes, looking beyond the task at hand, and doing more—rather than pushing work off to others.

Be Process-Driven: We create systems and follow processes in order to efficiently and consistently deliver impressive results.

Be Deliberate About Results: We hold ourselves and each other accountable for achieving outcomes and adjusting when we are off track.

Ask "How Might We?": We are curious, hopeful, and resourceful, always asking this question of ourselves and our coworkers, remaining resilient when we fail, and growing with each experience.

Take Intelligent Risks: With a thoughtful, collaborative approach, we intentionally cultivate willingness to try the unconventional.

Have Fun: We laugh often and enjoy our coworkers, knowing we don't have to be serious all the time to take our work seriously.