

## VALUES DEFINITIONS

*The Idaho Department of Finance recognizes and embraces the following values to guide how we work and make decisions and to guide our relationships with internal and external stakeholders. We strive to have all of our actions be in alignment with these values.*

### **TRUST**

Trust means that we do what we say we will do and are transparent in our communication. We are ethical and act with honesty and integrity. We consider the impact on all our stakeholders before acting and making decisions. [Our stakeholders are staff members, entities regulated/licensed, industry associations, Idaho citizens, the Governor's office and our Legislators]. Trust means that we will assume positive intent in our interactions with our staff members and other stakeholders.

### **ACCOUNTABILITY**

Accountability is both individual and corporate. It means that as an individual, I own my decisions, actions, behavior and work performance. I do what I say I will do and follow through. I am responsible for my individual development and work product. I show up on time, I participate and I contribute to the mission of the Department. I will initiate or request professional development as needed. I will provide constructive feedback to others and will accept and act upon it when delivered to me. I will not make excuses, but will work hard to deliver promised results. As leaders, we are responsible for what goes on in the teams that we manage. As team members, we hold others and ourselves accountable to the standards and values of the Department.

### **EMPOWERMENT**

We will prepare our employees to do their jobs and get out of their way so they can do them. We will listen to everyone's suggestions and ideas for different ways of doing things. We will provide educational opportunities for growth and development. Our staff members have a voice in what we do in the Department.

### **COLLABORATION**

We work together to get the best ideas, processes and results. We are not in competition with one another, but know that we each bring unique skills and insights to a project. Because of this, we want to hear from everyone. Collaboration creates a better outcome when we are open to consider new ideas and ways of thinking. We make decisions about the Department direction and policies with input from multiple sources to ensure we consider issues from many sides. Collaboration fosters innovation and inclusiveness. We collaborate internally and with external stakeholders and partners.

### **ADAPTABILITY**

The Department is adaptable to the changing landscape of financial services. We are responsive and adaptive to change as it influences the nature of the industries we oversee. We strive to be forward thinking and flexible while balancing the need for fairness and accurately assessing a situation or set of facts.

### **FAIRNESS**

We strive to be fair to one another and in our decisions, both internally and externally. We understand we cannot always have an equal outcome, but work toward equitable results that are balanced and support the values of the department. We will be civil and kind in our interactions with all stakeholders.

The graphic below illustrates how our values work and interrelate with one another. You will note that the first value is TRUST and that it surrounds all the other values.

TRUST is foundational to all the other values.

