



Office of the Chief Administrative Officer

Organizational Vision & Values

We are committed to **quality, integrity and excellence** in everything we do.

We continually strive to demonstrate certain common organizational values.



First, we value the individual (**Valuing Employees**)

- Our ability to attract, develop, and retain a quality, professional and diverse workforce will determine how well we meet the challenges of the 21st century.
- We strive to create an environment where each employee feels valued and are both challenged and encouraged to succeed up to his or her potential.

Second, we excel in public service (**Stewardship**)

- We are proud to be public stewards and strive for excellence in all that we do. We do the right thing, as well as doing the thing right.

Third, we take individual accountability and responsibility for our work (**Accountability**)

- We are accountable for our outcomes - both positive and negative; and both individual and organizational.
- We demand excellence, but view less than optimal results as lessons learned opportunities for improvement.

Fourth, we excel in serving our customers (**Service/Mission**)

- We measure our success as an organization by how well we serve NOAA, and our customers.
- We strive to be a value-added partner for our customers - sought after by them for our capability to support their mission.

Fifth, we work in a collaborative environment (**Teamwork**)

- We work together as a team, in a spirit of cooperation and mutual support.
- As members of the team, we assume ownership of the team's task. We actively participate to the fullest of our capabilities, with our time, ideas and resources to achieve the team goal.

Finally, we manage involvement effectively (**Open Communication**)

- We actively model and foster open communication at all levels of the organization.
- We listen, seeking to understand others and to be understood; we challenge ideas, not people.
- We keep our stakeholders and partners informed, and promote an honest exchange of information and active participation.
- We share information willingly, but respect the need for confidentiality when necessary.