

### **Group Culture for PUCSD Level UP Governing Committee**

- All our discussions and interactions we have with each other shall be guided by the following beliefs:
  - Each one of us have the best interests of our department in mind
  - Each one of us is doing the best we possibly can
  - Each one of us is part of this group not for any personal recognition or proving one's worth
  - Mutual trust and respect for each other
- Dignity of work is paramount which means that each one of us should be willing to work on any task without classifying the task as "good" or "bad"
- Preference will be given to iterative improvement over time instead of complete perfection at the start
- There is no single way to do anything and everyone is empowered to adopt different ways to achieve the goals.
- Every success or failure is for the group and not the individual.
- Feedback should always focus on the behavior/action and not the individual and should be provided openly in the group and not in private discussions