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| **PERSONNEL/MANAGEMENT**  **Creativity**  Developing creative solutions to challenging problems  *Example: Re-purposing furniture when there is no budget to buy new..* |  | **PERSONNEL/MANAGEMENT**  **Risk**  Experimenting, taking risks, and learning from failure.  *Example: Providing a budget to pilot a new service point..* |
| **PERSONNEL/MANAGEMENT**  **Change Management**  Being aware of how change impacts people and taking steps to enact change.  *Example: Have staff take a change management class or workshop* |  | **PERSONNEL/MANAGEMENT**  **Legal**  Navigating campus, state, and federal law and establishing appropriate policy and training.  *Example: Requiring “Safe zone” training for Circulation staff...* |
| **PERSONNEL/MANAGEMENT**  **Empathy**  Being aware of and sensitive to impact on others.  *Example: Exercising compassion with a student in crisis.* |  | **PERSONNEL/MANAGEMENT**  **Collaboration**  Communicate & collaborate to ensure a range of perspectives are expressed that actively advance the Library’s mission.  *Example: Seek and document input for multiple user populations in developing library goals.* |
| **PERSONNEL/MANAGEMENT**  **Ethics**  Approach work with a sense of morals and values.  *Example: Investigate companies before creating partnerships or purchasing materials..* |  | **PERSONNEL/MANAGEMENT**  **Accountability**  Participate actively and be accountable. Show results.  *Example: Deliver projects on time with appropriate assessment targets.* |
| **PERSONNEL/MANAGEMENT**  **Diversity**  Recruit and retain a diverse workforce.  *Example: Develop a peer mentor program for student employees..* |  | **PERSONNEL/MANAGEMENT**  **Professional Development**  Actively participate in a scholarly community.  *Example: Go to conferences and apply what you learn to your work..* |

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