**Credo Tackle Box**

**CREDO BEHAVIOR:** I have a sense of ownership

**TITLE:** My Responsibilities—**Part 1**

**AUDIENCE:** Leaders and staff

**PURPOSE:** Better understanding of CREDO Behavior

**Preparation:** Make poster for break room—see poster

**Approximate Time:** 2 consecutive staff meetings

**Audience/Group Size:** Your staff

**MATERIALS:** Poster to be completed by staff

**DESCRIPTION:** Staff brainstorm behaviors for a CREDO score of a 5

Poster to be put up in the break room for staff to fill in and will be shared during the next staff meeting. You can focus on any credo statement you want. See below for sample poster.

**CREDO BEHAVIOR - I have a sense of ownership**

**My Responsibilities—Part 1**

**What is staff doing to warrant them receiving a credo score of a 5?**

|  |  |
| --- | --- |
| **Expected** | **Expert—what does this look like in your work area? CREDO Score of a 5** |
| * Takes ownership of problems until resolved
 |  |
| * Uses appropriate resources to effectively and efficiently resolve problems
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| * Willingly participates in discussions on problem resolution
 |  |
| * Asks for and provides timely and honest feedback
 |  |
| * Willingly accepts challenging assignments
 |  |
| * Is mindful of cost of organizational resources
 |  |

**CREDO BEHAVIOR:** I have a sense of ownership—**Part 2**

During a staff meeting, the leader shares the poster with the staff which will focus on one credo behavior. The staff are asked, during the next 4 weeks, to write down specific behaviors staff members would be doing to receive a credo shore of a 5. The goal of this activity is for you, the leader to articulate clear expectations for a credo score of a 5 to be given.

* Share with the group what was written on the poster
* What surprises them about what their peers wrote down?
* What concerns them about what their peers wrote down?
* As a leader share with your staff what your expectations are around a credo score of a 4 and a 5