

PERIOPERATIVE SERVICES

Sample Non-Negotiables

NON-NEGOTIABLE	WHAT THE BEHAVIOR LOOKS LIKE	HOW THE BEHAVIOR WILL BE ROLE MODELED	HOW WE WILL BE ACCOUNTABLE
Teamwork			
Always Manage Each Other Up	<p>Have each other's back. We are part of a team. We don't "throw others under the bus."</p> <p>We hold each other up; support each other publicly and privately.</p>	<p>During all interactions</p> <p>Not allowing each other to be blindsided. Keeping each other in the loop.</p> <p>Offering help without waiting to be asked</p>	
Communication			
Respectful communication	<p>Direct conversations.</p> <p>Ensuring if you are communicating something you are clear in your expectations and take extra step to validate understanding</p>	<p>Giving people the benefit of the doubt.</p> <p>Picking up the phone when you get multiple e-mails to get your response.</p> <p>Believe the best in your peers.</p>	
Excellence			
	<p>Transparency with integrity and respect.</p> <p>Say it here-say it loud.</p> <p>Comfortable and confident to bring problems/issues to the table</p> <p>Being courageous enough to say, "I need help."</p> <p>Everyone has the ability to have input engagement.</p> <p>Willing and comfortable to admit our mistakes.</p>	<p>Not take a presented problem personally</p> <p>Avoid triangulation i.e., promote direct conversations or redirect.</p> <p>If peer says "I need help, don't judge, but recognize and offer support.</p> <p>Direct and diplomatic in giving feedback and receiving feedback as a gift.</p> <p>Have open discussions without fear of retribution.</p>	

