



Oregon Juvenile Department Directors' Association
Operating Principles
Approved November 2010

Association members value the highest standards of professional behavior, including treating people with dignity, promoting effective communication, resolving conflicts peacefully, acting with integrity, taking initiative, and accepting personal responsibility for our association's culture.

We will maintain relationships with colleagues to promote mutual respect within the profession and improve the quality of service, through the seeking and sharing of knowledge and understanding.

Each person chooses their own level of participation, disclosure and involvement

Assume good intentions; do not make assumptions, ask clarifying questions. Each person's perspective is valid and has value to the group

Listen to understand for perspective rather than to just respond; respect feelings, ideas and differing viewpoints/opinions.

Use flexible decision-making processes that are as inclusive and transparent as possible, openly debate issues, and acknowledge disagreements; practice the skill of "both...and" thinking; focus on solutions

Speak to the issue at hand. If you sense things may be going off track or we are being redundant, call it out, quickly and respectfully.

Share responsibility for decision-making and for consensus decisions, and commit to whatever decision is made.

Honor confidentiality; the group will decide what can be shared, otherwise, if said here it stays here until a formal announcement is made

Commit to understand and value the role and expertise of each OJDDA member; model leadership to each other and association partners by making actions transparent and thinking visible

Take responsibility for monitoring association values and operating principles; serve as guardians of OJDDA's vision and mission