

## Heron Team Qualities

The Heron staff works closely across programs in teams in service to communities. The Heron team is purpose and values-aligned—committed to Heron's role in a generative network of connected communities. All members of the Heron team must possess:

- humility and curiosity,
- a visceral commitment to building healthy communities and local agency,
- appreciation for, and understanding of, the complexity of community ecosystems,
- a commitment to diversity and inclusion,
- a personal necessity for excellence,
- personal initiative and love of problem-solving,
- ability to nurture trusting relationships,
- skill in supporting the work of community practitioners,
- adaptability and comfort with ambiguity,
- vulnerability, self-reflection and self-awareness,
- a consistent practice of collaboration, co-creation and power-sharing, and
- a commitment to build the confidence, skills and team orientation of others.