

OUR CULTURAL PRINCIPLES

OUR CULTURE UNITES US AND OUR PRINCIPLES GUIDE US THEY ARE NAMATI'S FOUNDATION

NAMATI'S ELEVEN CULTURAL PRINCIPLES

ONE OUR MISSION IS OUR NORTH STAR TWO EMPOWERMENT

THREE COMMITMENT TO EXCELLENCE

FOUR NIMBLE, CREATIVE PROBLEM SOLVING

FIVE CHERISH FEEDBACK AND GIVE FEEDBACK RESPONSIBLY

SIX COLLABORATIVE CULTURE AND CLEAR LINES OF DECISION MAKING

SEVEN HEALTHY WORK-LIFE BALANCE

EIGHT SAFETY

NINE SOLIDARITY

TEN INTEGRITY AND HUMILITY

ELEVEN RESPONSIBLE, COST-EFFECTIVE USE OF RESOURCES

ONE

OUR MISSION IS OUR NORTH STAR

ONE

THE MISSION IS TO BUILD A MOVEMENT OF GRASSROOTS LEGAL ADVOCATES WHO ADVANCE JUSTICE. **EVERYONE TAKES RESPONSIBILITY** FOR THAT MISSION BEING ACHIEVED. IN DEBATES OR QUESTIONS THAT COME UP IN THE COURSE OF OUR WORK, WE TRY TO SET EGOS ASIDE, AND LET THE MISSION GUIDE US.

TWO

EMPOWERMENT

TWO

WE ASPIRE TO TREAT THE PEOPLE WITH WHOM WE WORK AS AGENTS RATHER THAN AS VICTIMS REQUIRING A SERVICE. OUR INTERVENTIONS SHOULD RAISE OUR CLIENTS' KNOWLEDGE, CAPACITY, AND CONFIDENCE TO STAND UP FOR THEMSELVES AND TO SOLVE JUSTICE PROBLEMS ON THEIR OWN WHENEVER POSSIBLE.

THREE

COMMITMENT TO EXCELLENCE

THREE

WE WORK WITH PROFESSIONALISM, RIGOR, DISCIPLINE, AND PERSEVERANCE. WE PAY ATTENTION TO DETAIL AND DRIVE TO ACHIEVE RESULTS. WE AIM FOR NO DROPPED BALLS. A COMMITMENT TO EXCELLENCE ALSO MEANS BEING ABLE TO SAY NO IF WE CAN'T DO SOMETHING EXCELLENTLY.

FOUR

NIMBLE, CREATIVE PROBLEM SOLVING



FIVE

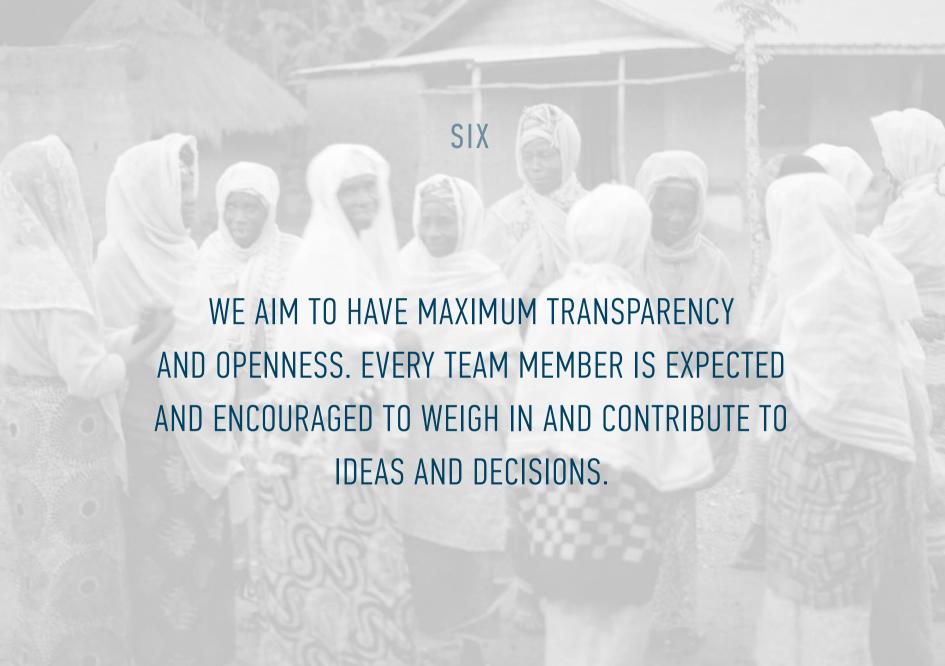
CHERISH FEEDBACK AND GIVE FEEDBACK RESPONSIBLY

FIVE

WE ARE COMMITTED TO
CONTINUOUS LEARNING AND GROWTH.
FEEDBACK IS UP, DOWN, AND SIDEWAYS.

SIX

COLLABORATIVE CULTURE AND CLEAR LINES OF DECISION MAKING



SIX

BUT FOR ANY GIVEN WORKSTREAM OR DECISION, THERE IS ALWAYS ONE CLEAR DECISION MAKER. THAT PERSON WILL TYPICALLY LISTEN TO ALL VIEWS, AND THEN MAKE THE BEST DECISION THEY CAN.

THE TEAM RESPECTS THIS DECISION, REGARDLESS OF INITIAL PERSONAL VIEWS, AND ENDEAVORS TO IMPLEMENT IT WITH EXCELLENCE

SEVEN

HEALTHY WORK-LIFE BALANCE

SEVEN

IT IS A PROFESSIONAL RESPONSIBILITY TO MAINTAIN A
HEALTHY WORK-LIFE BALANCE. BECAUSE DOING SO
WILL ENSURE THAT OUR CREATIVITY, DRIVE AND
MOTIVATION STAYS FRESH AND VIBRANT OVER THE LONG
TERM. WE ALL SURGE AT KEY MOMENTS,
BUT WE TAKE CARE TO COMPENSATE BETWEEN THEM.

EIGHT

SAFETY



NINE

SOLIDARITY



TEN

INTEGRITY AND HUMILITY

TEN

WE ARE HONEST AND HUMBLE, WITHIN NAMATI AND AMONG THE BROADER COMMUNITY

ELEVEN

RESPONSIBLE, COST-EFFECTIVE USE OF RESOURCES



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JOIN US

THANK YOU TO OUR FRIENDS AT AVAAZ.ORG
SOME OF THESE PRINCPLES DRAW FROM THEIRS

