OIMA Values

In the [Water Board's Office of Information Management and Analysis](#) (OIMA), the following four values are at the core of who we are and how we work:

We build trust - We adapt - We work in partnership - We drive quality

Each of these values have been operationalized into behaviors that we are all empowered, expected, and held accountable to demonstrating.

We build trust

In OIMA, we strive to be a trusted source of water data, information, and processes, and we invest the time and space required to build, rebuild, and maintain trusting relationships.

Here are some examples of behaviors that support this value, adapted from the Brené Brown BRAVING Inventory[1] and Charles Feltman's Thin Book of Trust[2]:
- My words match my actions. I do what I say I am going to do, and circle back when there's a need for clarity.
- I am accountable for my actions. I own my mistakes, apologize, and make amends. I celebrate my successes and those of my colleagues.
- I maintain effective working relationships by respecting others' time, giving thoughtful feedback, and expressing gratitude for our colleagues' commitment to this work.
- I know and am transparent about where I excel, and practice courage and vulnerability when I need help.
- I choose to do what's right even when it's not fun, fast, or easy.

We adapt

In OIMA, we strive to be adaptable and innovative in how we work and the products, services, and resources we develop.

Here are some examples of behaviors that support this value:
- I use a growth mindset[3] to approach challenges I haven't attempted or have failed at before and when giving and receiving constructive feedback.
- I balance project completion, process improvements, and my capacity, allowing changing needs and priorities to shift my goals.
- I reflect on the way things have "always been done" and look for opportunities to improve, evolve, and adapt to meet the needs of future us[4,5].
- I am receptive to multiple modes of knowing and doing as well as changing priorities and ways I can show up for them.

We work in partnership

In OIMA, collaboration and partnerships are key to who we are and how we work. We believe the way we work directly impacts what we produce.

Here are some examples of behaviors that support this value:
- I embrace a team mentality by assuming the best in others' words and actions, designing processes & workflows to be inclusive, equitable, and kind, staying out of comparison with my colleagues, and succeeding when collective goals are met.
- I am open and transparent with my work and products, even when they might be incomplete or imperfect, while respecting and protecting the privacy of data contributors, as appropriate.
- I actively reach out to new groups, welcome different perspectives, and make space and time for broader participation and contributions.
- I join teams when I know my participation and contributions will add value to the process.
- I communicate my boundaries and needs to those I work with, and am mindful of the needs and boundaries of my collaborators.

We drive quality

In OIMA, we strive to produce quality information, data, products, and services. We know the quality of the systems and processes we use determine the outcomes we are able to achieve.

Here are some examples of behaviors that support this value:
- I communicate effectively and respectfully in all aspects of my work. Context matters -- communicating imperfect and incomplete ideas and work is sometimes critical for achieving desired outcomes.
- I serve our office, agency, and the broader community by producing and sharing quality systems, processes, and standards.
- I meet and aim to exceed expectations, remembering that overcommitment and perfectionism result in diminishing returns.
- I identify gaps, challenges, and feedback that impact my work and use these to improve both process and product.
- My work always includes clearly documented processes and decisions. Ideally, my documentation is open and transparent to my partners and the public.

Acknowledgements

[1] BRAVING Inventory. Dr. Brené Brown

[2] Thin Book of Trust. Charles Feltman (2021). Second Edition. Thin Book Publishing.

[3] What Having a "Growth Mindset" Actually Means. Dr. Carol Dweck (2016). Harvard Business Review.

[4] Lowndes, J., Best, B., Scarborough, C. et al. Our path to better science in less time using open data science tools. Nat Ecol Evol 1, 0160 (2017). https://doi.org/10.1038/s41559-017-0160

[5] Wilson, G., Bryan, J., Cranston, K., Kitzes, J., Nederbragt, L., Teal, T.K. Good enough practices in scientific computing. PLoS Comput Biol 13(6): e1005510. (2017). https://doi.org/10.1371/journal.pcbi.1005510.

[6] Dr. Brené Brown Website

[7] Operationalizing Your Organization's Values. Dr. Brené Brown