

Open Mind Health Team Charter

Mission

To advance the mind-body-spirit health of our diverse clients so they can become their best selves.

Vision

A world where each individual is inspired to manifest the highest personal evolution possible

We Value

- The power of interconnectedness.
- The transformative potential of the human spirit.
- Open-mindedness and innovation that lead to growth and evolution.
- Integrity in sync with authenticity.
- Radical caring.
- Excellence through continuous improvement.

Team Charter

- Team Purpose
 - To advance the mission, vision, and values of Open Mind Health. To support this purpose, each team member endeavors to embody the Open Mind Health mission, vision, and values in the life of the organization, and in our own interactions, performance, and behaviors.
- Team Values
 - The values of our team, and of each other, closely match our organizational values:
 - A. **The power of interconnectedness:** As a team, we recognize that our interconnectedness results in collaboration, alignment, mutual understanding, joyful work, and ultimately market and financial success for the company.
 - B. **The transformative potential of the human spirit:** We celebrate, cheerlead, and support the growth and evolution of each individual and all team members.
 - C. **Open-mindedness and innovation that lead to growth and evolution:** We learn and collaborate, listening with an open mind with our colleagues to fine-tune and innovate our efforts to result in optimal client and organizational outcomes.

- D. **Integrity in sync with authenticity:** We speak as one team, speaking truthfully and with personal honesty, and create an environment of trust.
- E. **Radical caring:** We demonstrate radical caring outwardly and inwardly. We care for ourselves; we care for our clients; we care for our colleagues and seek to understand their perspectives.
- F. **Excellence through continuous improvement:** We strive to continuously improve our processes, client care, financial and performance metrics, ourselves, and our team.
- Team Norms and Behaviors
 - The team norms and behaviors, which flow from our team values, are:
 - We communicate openly, honestly, factually, respectfully, and with curiosity. We endeavor to actively listen more than we speak, and truly consider all points of view when responding.
 - We make each other right and treat each other with dignity. We do what is right, and not what is necessarily easy. We problem-solve and provide constructive feedback across all levels of the organization.
 - We acknowledge the difference between intention and impact and accept that our intentions are for the good of the team and the company.
 - We respect that everyone has something unique and different to contribute and we are all equally valuable as individuals.
 - We will speak as one voice. If we are not all unanimously aligned on a particular initiative, we will nonetheless “disagree and wholeheartedly commit to the common goal”.
 - We will foster a positive, motivated, open-minded, realistic mindset based in facts, and a healthy belief in the impossible”.
- Measuring Performance
 - Our performance as a team is measured and discussed in regular cadence in our recurring OKR (objectives and key resources) meetings.
 - Certain teams are accountable for goals specific to their team and utilize the established norms and behaviors to guide us in accomplishing those goals.
 - Each individual is held accountable and recognized for their own performance and behaviors in the achievement of their team goals and the overarching goals of the company.