

# Onboardian Core Values

1. We are passionate about people.
2. Grow with each other.
3. Vulnerability strengthens us as a team.
4. Embracing the unknown
5. Our culture is built on enjoyable moments.



**We are passionate about people:** We see past the given labels of the individuals around us. We know that each person has their own unique story and life we might not see or only see parts of. This includes how we see our employees and our customers. This company is run by people for people because we understand the value of relationships. We recognize that it is a privilege to be welcomed into another person's life, so we always look for ways to improve that piece of people's lives we have the honor of being a part of.

**Vulnerability strengthens us as a team:** We believe Vulnerability is a position of strength. We want everyone to have the information they need to make the best decisions in every situation. People only know what they know, so instead of making someone guess what that information should be, we stay a few steps ahead and gather what that is before they ask for it. In some cases, that information may be a mistake you made, or a question because were struggling with something. No one is perfect and everyone has something to learn, so don't allow the concern of what others might think or how they may respond stop you from moving forward. We move forward and get stronger through the experiences we go through, together.

**Grow with each other:** Our team will challenge, encourage, and assist one another to guarantee continued progress towards success for every person. Daily growth is considered a requirement for personal fulfillment and our greatest success will come from developing others. We are proprietors of big thinking along with the desire for feedback and collaboration. We will win together, recognize our teammates every step of the way, and celebrate our victories

**Embracing the unknown:** Just because there's not a clear path doesn't mean we can't create one. We are adaptable and know that even if one path doesn't work in our favor, there will always be another to pave. By embracing the unknown we mean we look forward to the uncertainty and bravely dive into it whenever we can while relying on each other and capitalizing on each other's strengths.

**Our culture is built on the enjoyable moment:** We know we work to live, we don't live to work, so work doesn't always have to feel like an obligation. We enjoy what we do, but more importantly we have fun with the people we do it with.