

## Commitment to My Co-Workers

At Peterson Health, we strive to create a calm and healing environment for our patients and family, and a warm and inclusive environment for our co-workers. In alignment with our mission and our CALLING values, we ask that each of us make this commitment to our co-workers.

As your co-worker and with our shared goal of exceptional, compassionate, and patient-centered care, I commit to the following:

- I will accept responsibility for establishing and maintaining healthy interpersonal relationships with you and every member of this team.
- I will talk to you promptly if I am having a problem with you. The only time I will discuss it with another person is when I need advice or help in deciding how to communicate with you appropriately.
- I will establish and maintain a relationship of functional trust with you and every member of this team. My relationships with each of you will be equally respectful, regardless of job title, level of educational preparation, or any other differences that may exist.
- I will not engage in the "3Bs" (Bickering, Back-biting, and Blaming) and ask you not to as well.
- I will practice the "3Cs" (Caring, Commitment, and Collaboration) in my relationship with you and ask you to do the same with me.
- I will not complain about another team member and ask you not to as well. If I hear you doing so, I will ask you to talk to that person.
- I will accept you as you are today, forgiving past problems and ask that you do the same with me.
- I will be committed to finding solutions to problems rather than complaining about them or blaming someone for them and ask you to do the same.
- I will affirm your contribution to the quality of our work.
- I will remember that neither of us is perfect and that human errors are opportunities not for shame or guilt, but for forgiveness and growth.

Name: \_\_\_\_\_ Date: \_\_\_\_\_