

BagoSphere

Core Values



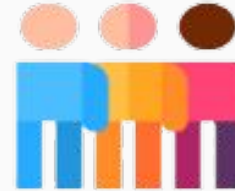
Why First



Uplifting



Joyful




Interdependent




Experimental


Core Value: Start with Why

	Refined Core Values	Descriptors
1	<p>Why First</p>  <p><i>We know our Why.</i></p>	<ul style="list-style-type: none">● We find purpose/meaning in our goals and in what we do<ul style="list-style-type: none">○ We are able to connect what we do to personal and company purpose● We work with clear goals and we focus on them together<ul style="list-style-type: none">○ We play different roles but have the same job○ We make the right decisions amidst ambiguity● We do more with less<ul style="list-style-type: none">○ We reach our goals the most efficient, cost-effective, and impactful way as possible○ We evaluate what's needed vs what's nice to have


Our Core Values

	Refined Core Value	Descriptors
2	<p>Uplifting</p>  <p><i>We help others reach their full potential.</i></p>	<ul style="list-style-type: none">● Our business is to help --<ul style="list-style-type: none">○ our trainees by equipping them with technical and soft skills so they become better versions of themselves and, thus, succeed in their careers and personal lives○ our partners (businesses and foundations) so they can achieve their business and impact goals○ Each other as the success of one contributes to our collective success


Our Core Values

	Refined Core Values	Descriptors
3	<p>Joyful</p>  <p><i>We have love in our hearts and give it.</i></p>	<ul style="list-style-type: none">• There is love in our hearts. We genuinely care. The minimum we can give everyday: We smile.• We find joy in what we do knowing there's a greater purpose for it• We put joy into what we are doing: in teaching, in dealing with each other, in our individual and group activities • We are grateful even for simple things• We choose positivity, thus we are optimistic.• We hope for the best but also prepare for the worst (grounded).

Our Core Values

	Refined Core Values	Descriptors
4	<p>Interdependent</p>  <p><i>We need each other.</i></p>	<ul style="list-style-type: none">● We are collaborative: we can achieve our goals only when we help each other and work together● We are reliable and dependable team players● We respect each other's time, opinions, differences, and idiosyncrasies.● We jump in without being asked as needed and if we know we can contribute● We celebrate each other's successes● We communicate clearly using proper channels.● We provide constructive feedback. We call each other out as needed.● We ask for help.● We trust each other and we are trustworthy

Our Core Values

	Refined Core Values	Descriptors
5	Experimenting  <p><i>We continuously learn and relearn.</i></p>	<ul style="list-style-type: none">● We rely heavily on data to understand and seek creative solutions.● We foresee risks and plan ahead on how to mitigate those risks.● We admit we don't know all things but still have the courage to go beyond our comfort zone and to fail knowing it's part of learning.● We are flexible and adaptable in the face of change.● On a personal level, we have a learning mindset: we seek self-improvement by learning more and seeking new experiences.