

# Nb Team Covenant

## **Collaborate.**

**We will intentionally dream, plan and work together within and across areas of ministry focus. We will actively look for and share ways to improve Northbrook systems and culture.**

*How am I contributing to a "non-siloed" culture of cooperation and teamwork?*

*Where am I leveraging the talent and skills of staff outside my primary team?*

## **All in.**

**We will whole-heartedly support Northbrook mission, strategy, values, and methods.**

*How do I live out Northbrook mission, strategy, and values?*

## **Replace ourselves.**

**We commit to intentionally develop others in our area of responsibility.**

*Who am I bringing along?*

## **Embrace "healthy" tension.**

**We will be a safe place to ask "hard" questions, honestly evaluate health and foster creativity.**

*How do I manage the tension triggered by new ideas, evaluation, and change?*

## **Stay fit.**

**We will pursue a healthy relationship with God, ourselves, our family, and work.**

*How am I taking care of myself spiritually, emotionally, physically, relationally, and professionally?*

## **100% for each other.**

**We will show love, respect, and support to all team members both privately and publicly. We will keep short accounts and pursue each other with humility and kindness when there is a relational conflict or offense.**

*How do my actions and attitudes show other team members that I am relationally safe and trustworthy?*

*Is there a reconciliation I need to pursue?*