



# ANCHOR COUNSELING CENTERS

*Date: 3/1/2023*

*Subject: Values-based Leadership at ACC*

1. Values-based Leadership: encourages buy-in & awareness from every person at every level (Leadership is action, not position!)

2. Values & Behaviors Identification

- Work/Life Balance: Prioritizing our life outside of work and balancing demands of each sphere. Includes graciously modeling for our teams what that balance looks like.
- Authenticity & Clarity: Being ourselves. Being very clear with our needs & expectations by leaning into our vulnerabilities and "starting honest". Also, "Being Clear is Kind".
- Compassion: Recognizing the Humanness in each person and meeting them where they are.
- Growth & Empowerment: Showing up for our teams, including problem-solving and follow-through to advance learning & confidence. Whitney also specifically wants to ensure that you are paid for your art and that each person feels valued!

*Yours truly,*

*ACC LEADERSHIP TEAM*

Baltimore, Carroll, Harford, Howard,  
Frederick, and Allegany Counties

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