

At Food Revolution Network, we strive to have an inclusive, mindful, productive, accountable, and proactive workplace culture. This list of behavioral competencies contributes to these goals, and we expect team members to develop proficiency in these behavioral competencies.

### **Interpersonal Communication**

Team members communicate with other team members and external parties in a respectful, direct, and friendly manner, and listen in a curious and respectful way, in order to build strong and forward-moving working relationships, and to encourage the free-flowing exchange of questions, concerns, conflicts, and ideas.

### **Emotional Intelligence**

Team members are aware of and express their emotions appropriately, handling interpersonal relationships judiciously and empathetically. They take responsibility for tending to their own emotional wellbeing, and for their impact on others.

### **Judgment Mindfulness**

Team members recognize when they're critically judging another person or situation, and work to shift into an objective and proactive state so they can more accurately respond to the person or situation and encourage positive movement and outcomes while minimizing the impact of pre-determined biases. They seek to approach differences with curiosity and open-mindedness instead of defensiveness or critique.

### **Accountability**

Team members are committed to accepting responsibility for and following through with their commitments within the workplace, and to closing open loops of communication. Re-negotiation is always preferable to missed deadlines or unclosed loops.

### **Attention to Detail**

Team members execute tasks completely, with accuracy, and with minimal technical errors. This allows team members to be more productive and efficient with their responsibilities, and to perform at a higher level.

### **Grammar and Spelling Proficiency**

Team members are proficient with spelling and grammar, making their communication and documentation clear, accurate, and professional. They typically read through communications prior to posting or sending them to check for and correct any errors.

### **Organized**

Team members arrange or structure their work activities in an organized and systematic way that maximizes efficiency, reliability, and effectiveness.

### **Follow-up**

Team members both track and follow up on open issues and communication threads in order to maintain the progression of work activities.

### **Due Date Management**

Team members proactively complete or renegotiate task due dates to maintain consistent progress on the organization's planned initiatives.

### **Problem-Solving**

Team members proactively suggest solutions to difficult or unexpected issues in the workplace in order to efficiently work through problems that may be hindering the success of the organization's planned initiatives.

### **Professional Growth**

Team members are eager to gain new skills and work experience that can help them be more efficient with their role responsibilities, and contribute to their performance and growth within the organization.

### **Alignment with Diversity, Equity, and Inclusion (DEI) Goals**

Team members contribute to a safe and supportive multicultural team by contributing to a friendly, equitable, and inclusive team environment. Team members are expected to and are supported in examining how systemic issues like racism, sexism, ableism, ageism, and homophobia impact people and organizations, including our own, and in proactively shifting harmful dynamics so that FRN can be congruent with our mission and values.

Team members are encouraged to proactively look for and advocate for ways that FRN can better align with its DEI goals both internally and externally.

### **Mission-Aware**

Team members are aware of FRN's mission of healthy, ethical, and sustainable food for all, specifically being conscious of the organization's alignment around a whole foods, plant-based diet and lifestyle, and represent themselves accordingly in all work-related circumstances.