



THE COMMUNITY VALUES

Career Nexus proudly operates under Fresno's Community Values which have served as guiding principles for regional transformation efforts since 2000. These values serve to align the broader goals for inclusive prosperity and wellbeing and foster an atmosphere of fairness, respect and personal responsibility. Employers, education and training referral partners, and interns participating with Career Nexus are committed to these values and to creating a culture based upon civic stewardship.

Stewardship

We will work together to achieve the greatest long-term benefit for the community as a whole.

Truth Telling

We will honestly and forthrightly share all knowledge, experiences and insights relative to community work and take responsibility for ensuring our truth is current.

Disclose Conflict of Interest

We agree to disclose any personal or professional conflict of interest that may affect our objectivity before engaging in work that will impact the community.

Commitment to Outcomes

We are willing to take responsibility for tasks and achieving specified outcomes, and commit to staying involved until the tasks are completed.

Art of the Possible Thinking

We will envision success without limitations and then backward map a specific, attainable strategy for achieving that vision.

Fact-Based Decision Making

We will base decisions and action plans on objective data, thereby avoiding distortion of issues by personal feelings or agendas.

Asset-Based Approach

We are focused on using a strengths-based, asset-oriented approach to people and issues. We believe that positive change occurs when we appreciate, value and invest in what is best in our people and community.

Boundary-Crossing and Collaboration

We are willing to cross political, social and economic boundaries to partner with others in achieving community outcomes.

Power Parity

Merit will determine strategy or outcomes rather than positional power. We will respect all persons involved and proactively seek diversity of opinion to ensure best possible outcomes.

Commitment to Resolving Conflict

When conflicts arise, we will value every individual involved regardless of their perspective on the issue and maintain an unwavering commitment to working through the conflict, regardless of its severity.