

# GUIDING PRINCIPLES

These principles guide the way everyone at the City of Lake Forest works, interacts with, and supports one another. While we're an organization made up of many individuals and sections, we work together as a team across departments to support the City's mission and values.

## Value Diverse Perspectives

We value the strengths and diverse perspectives others bring, we embrace those differences, and actively seek them out. We work collaboratively across the organization, seeking organizational and external data, understanding that final products are stronger when differing positions come together.

## Communicate Openly

We respectfully challenge assumptions, encourage everyone to speak up, and wholly support and commit to final decisions, even when the direction might not be the individual's preferred choice.

## Be Proactive

We anticipate challenges and proactively identify opportunities to address them in ways that prioritize the short and long-term best interests of our organization and the overall community.

## Support Innovation

We are willing to learn, experiment, and take calculated risks that challenge the status quo. We empower our teams to remove barriers to progress and support new ideas.



**Notice someone exemplifying the Guiding Principles?**  
Scan the QR code to nominate your colleague for a City Star!

