



Classcraft

# COMPANY VALUES

## VISION

Foster generations of more empathetic, well-rounded human beings who find value and meaning in living and learning together.

## MISSION

Classcraft's mission is to make school more relevant and meaningful by creating playful and collaborative learning experiences that teach the whole child.



We wholeheartedly believe in living the values that we try to foster in students. This document is intended to be used company-wide and applied more specifically by individual departments. The reason that we're placing these values here is to guide us when we need to make decisions on how we should behave. These values will also act as key indicators for yearly reviews to ascertain progress on an individual and collective basis.

# Engagement

## ENTHUSIASM

- **Show Creativity**  
You contribute good ideas and amplify others with your own suggestions.
- **Be Passionate**  
You care about what you do. You're fueled to go beyond expectations, knowing your contributions will improve others' lives.
- **Have Fun**  
You keep it light, use humor when appropriate, and foster happy moments.
- **Go Outside the Box**  
You challenge yourself to produce fresh, creative, and innovative ideas.

## COURAGE

- **Have a Voice**  
You're confident and unafraid to speak up about your ideas and feelings.
- **Stay Determined**  
You're aware of your own motivation and energy. Take care of yourself if you're over extended so you can keep going.
- **Act with Integrity**  
You're genuine and transparent, no matter what the situation, so that we can work effectively as a team.

## AUTONOMY

- **Be Proactive**  
You're confident and unafraid to speak up about your ideas and feelings.
- **Be Trustworthy**  
You take responsibility for your actions, words, and behaviors and communicate as much as possible to minimize surprises.



# Collaboration

## COMMUNICATION

- **Listen**  
You listen carefully and ask questions when others are speaking
- **Contribute**  
You're active in the conversation, speaking up and providing input even in small ways.
- **Include Others**  
You make an effort to include all perspectives in the conversation. If one person is quiet, you seek their input later.
- **Be Aligned**  
You understand the collective direction, actively validate your course, and communicate concerns or issues in a clear, thoughtful manner.

## RESPECT

- **Empathize**  
You are sensitive to others' perspectives and consider their needs and time.
- **Trust Others**  
You engage with people in a manner that demonstrates trust and appreciation for their skills and experience.
- **Be Humble**  
You are honest about your own contributions and mistakes and are open to constructive feedback.



## HELPFULNESS

- **Support One Another**  
You value others' needs and set aside time to help them learn and succeed.
- **Have Shared Success at Heart**  
You create opportunities for synergy, both with team members and outside partners.

## ACCOUNTABILITY

- **Know Your Part**  
You value others' needs and set aside time to help them learn and succeed.
- **Do your part**  
You meet commitments on time and communicate as soon as possible if something comes up that prevents you from doing so.

# Growth



## PERSONAL IMPROVEMENT

- **Challenge Yourself**  
You are open and eager to new challenges outside your comfort zone.
- **Have a Strong Network**  
You spend time developing positive relationships with colleagues in order to learn from them and work better as a team.
- **Always Be Learning**  
You look for new ways to work smarter and more efficiently.

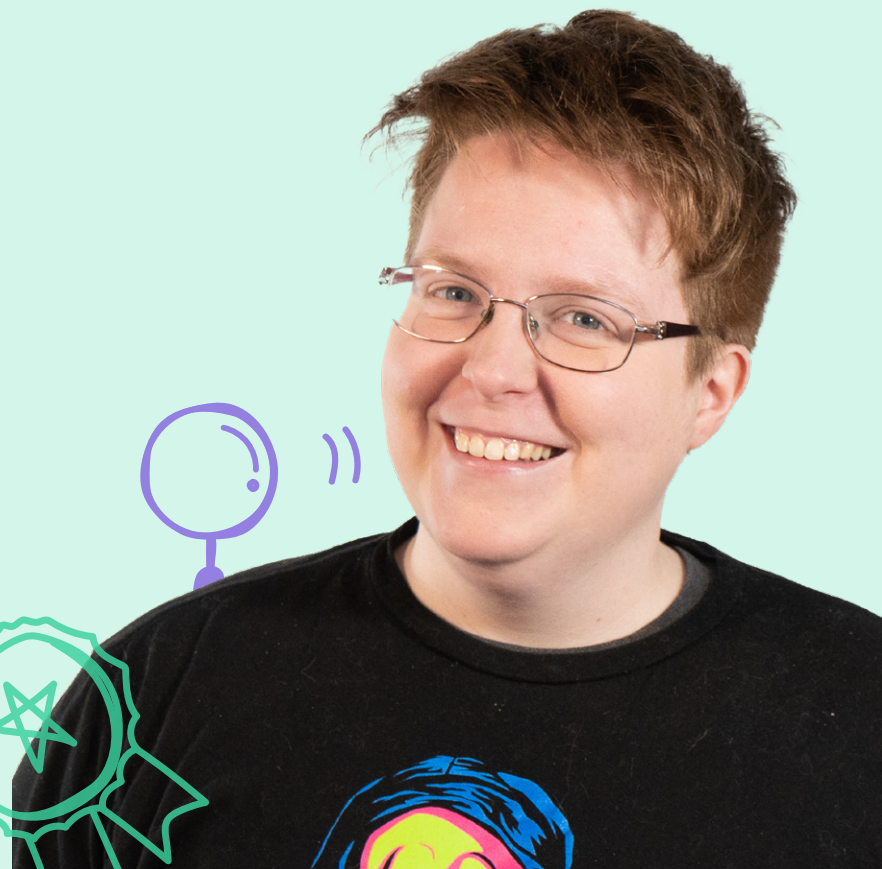
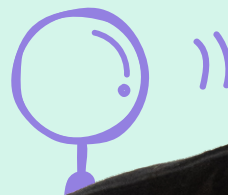
## SELF-AWARENESS

- **Reflect and Be Thoughtful**  
You reflect on your behavior and words when things don't go well.
- **Know Your Weaknesses**  
You take ownership of your unique challenges and lean on your team for support.
- **Know Your Strengths**  
You recognize, value, and work to hone your unique strengths.
- **Be Forgiving**  
You appreciate that mistakes are part of the learning process, both for yourself and your teammates.



## CURIOSITY

- **Be Open to What You Don't Know**  
You approach situations knowing we all have blind spots.
- **Question Assumptions**  
You take time to deepen your understanding by asking and pursuing questions.





# Commitment to Quality



- **Move Quickly**

You know the full vision, but then define minimal scope by clarifying actionable goals and ideas.

- **Care About Your Craft**

You do your best, most accurate work and stay on top of the details.

- **Iterate**

You ship, assess, learn, and refine.

- **Be Committed**

You do what you say you're going to do when serving team members and clients.

