

Network Advisory Council's responses to what values do we need to share when it comes to library development?

Recurring themes as identified by the NAC

- Collaboration
- Innovation
- Open-mindedness: open to ideas and people
- Embrace diversity
- Education/literacy
- Creativity
- Respect
- Support each other/make each other successful

List that NAC created

- Mutual respect – mentioned more than once; also framed as “respect and hear all voices and opinions”
- Making lives better for Montanans: healthier, happier, improved economically
- Collaboration – mentioned more than once (included resource sharing); working together to help each other out
- Be afraid! Or it's okay to be afraid
- Optimism – mentioned more than once reframe failure/optimistic/positive
- Vulnerability
- Knowledge is capital
- Innovation – mentioned more than once; also included “smart risks”
- Sustainability
- Never-ending learning – mentioned more than once
- Follow through
- Honor new perspective
- I've got your back
- Embrace diversity – mentioned more than once
- Open access
- Take risks
- Creative conflict
- Look for solutions as well as problems
- Transparency – freely sharing information about who we are and what we do

- Literacy
- Civility – mentioned more than once
- Individuals matter more than labels, group identity
- Truth/integrity
- Service
- Open minded – mentioned more than once
- Honor expertise – mentioned more than once including as “knowledge base of other people in the field”
- Assertiveness
- No judgement
- You deserve to be here
- Embrace ambiguity or something else
- Equal access
- Humor
- Platform for voices
- Enrich community
- Be part of the solution – mentioned more than once including as “be helpful not hindering”
- Play
- Forward thinking
- Educate
- Listening
- Diverse learning preferences
- Own your biases
- Take ownership and allow ownership
- Don’t complain...explain
- Focus on what’s best for the whole....unit, organization, group, state, profession
- Everyone is creative
- Embrace change
- How do we view success? What is success?
- Focus on relationships
- Celebrate the victories