TOGETHER, OUR TEAM HAS IDENTIFIED THE FOLLOWING VALUES AND COMPETENCIES AS THE CRUCIAL ATTRIBUTES AND FRAMEWORK FOR WHICH WE EVALUATE OURSELVES INDIVIDUALLY AND AS AN ORGANIZATION. IN OTHER WORDS, THIS IS WHAT WE CARE ABOUT, THIS IS WHAT WE STRIVE FOR, AND THIS IS WHAT WE FIND MAKES UP A ROCKSTAR MAIA TEAM MEMBER.

Values

**Drivers of High Impact**

These are the driving forces of effective people within our organization. We believe that even if someone doesn’t have all of the necessary skills and experiences, their commitment to these three value areas means we can trust them to embody our cause as their own and do whatever it takes to develop themselves to be highly impactful within their roles.

**Passion** - Embodying passion for the cause of indigenous women’s empowerment and education is what makes our employees so committed, and in turn, our organization so powerful. Passion is what drives each of us to strive to be the best performer we can be, and motivates us to go the extra mile to meet organizational needs as they arise. Team members find that this passion fuels their **perseverance** to overcome obstacles and continuously improve their work.

**Empathy** - This goes beyond the ability to place yourself in someone else’s shoes. Team members that best model this value choose to listen deeply and invest the time to create shared understanding and respect between themselves and colleagues, students, families, partners, and donors. It is vital to understand the context of rural Guatemala and be willing to immerse ourselves in the culture without judgment, and with a willingness to examine our own biases and assumptions. Furthermore, a desire to understand and support other team members’ goals and projects stems from empathy and results in strong **teamwork**, another integral strength and value of our team.

**Integrity** - Integrity enables us to trust that our colleagues’ actions will always be directed toward achieving results that further the organization’s vision, mission, and purpose. The MAIA team enjoys a flexible work environment because we trust in each other’s work **ethic**, and we create the space to admit mistakes freely. Integrity ensures personal **responsibility**.
Competencies

MAIA team members push themselves to model the same character traits that make up our school culture, those that we hope our students will embody. In our experience, these competencies relate to and support the development of one another, and in sum they make up extremely dynamic and emotionally intelligent individuals.

Resilience: The ability to control one’s emotions in the face of adversity, with a positive attitude and mindset of determination and perseverance. At times, resilience entails maintaining adaptability and employing quick but strategic decision-making when something doesn’t go according to plan. A resilient individual learns from their experiences and courageously pushes forward.

Vocal empowerment: The capacity to articulate emotions, feelings, and thoughts in an assertive manner, generating positivity in one’s self and in the community. Clear, consistent, and courageous communication makes for effective teams, and opens the door to continuous feedback and improvements. Vocal empowerment also means knowing when to listen and creating the space for others to vocalize their needs and ideas.

Growth mindset: A person’s thirst for learning and seeking new ways of thinking. The desire to generate positive changes in oneself and their environment, based on their passion for growth. A person that embodies this trait sees challenges as opportunities, and they consistently take the initiative to seek solutions to problems rather than dwell on the obstacles.

Intercultural network/Social capital: The creation of positive interpersonal relationships with other team members as well as with external contacts to grow one’s network and identify and engage those working to achieve common goals. Constantly seeking to identify opportunities for innovation and open doors for the organization, for colleagues, and for students.

Critical thinking: The capacity to think strategically, analyze carefully, and question fairly through the consideration of different sources and viewpoints, to ultimately arrive at a reflexive and reasonable conclusion. The willingness to change your mind and the humility to do so when necessary. We believe that creativity is a big part of this competency as well, as one of the important elements to produce and achieve effective change is creativity.

Excellency: The ability to produce high-quality results under oftentimes demanding circumstances. The desire to achieve above and beyond one’s goals and deliver results in a timely manner. This includes the continuous pursuit of identifying how we can work smarter and generally do things better.

WE HOPE THAT THIS CULTURE GUIDE GIVES INSIGHT INTO THE VALUES AND COMPETENCIES THAT WE SEE AS MOST IMPORTANT FOR INDIVIDUALS TO EMBODY IN ORDER TO THRIVE WITHIN OUR ORGANIZATION. WE ALSO ACKNOWLEDGE THAT PEOPLE GROW AND ADAPT TO VARIOUS DEGREES OF THESE VALUES AND COMPETENCIES, AND ABOVE ALL, WE SEEK TEAM MEMBERS THAT ARE VERSATILE AND OPEN TO LEARNING.

“This organization is built to move quickly. As a result, there is a fine line between messiness and high-impact adjustments to be more effective. Living on this line and finding opportunity within it is a key trait. It is always blurry and as a result, MAIA is not a place where things are always in place with crystal clear roles and systems. Instead, we are built to respond. MAIA Rockstars can do more than roll with this unusual rhythm, they can thrive in it. Rockstars recognize moments to connect, deepen impact and innovate because of this messiness, not in spite of it. This means swimming fast to catch up to the current, seeing opportunity in ambiguity, deep trust of teammates, challenging convention and managing effective communication, and the ability to adjust quickly to changes.”

-- Travis Ning, Executive Director