

**GRIT**

**SERVICE  
TO OTHERS**

**AUTHENTICITY**

### **What We Value at DCG**

Our values illustrate how we work and who we are as an organization—what we stand for, believe in, and live every day. Along with a fundamental commitment to upholding the highest standards of business integrity and honesty, our values direct our collective decisions and actions. They are enduring, never compromised, and reflect the very best of DCG. The foundation of our culture, our values define the attitudes and behaviors that we expect and are willing to defend unequivocally.

# GRIT

- ▶ We recognize that our clients depend on the results of our work, and we honor the commitments we make—period.
- ▶ We hold ourselves to a higher standard and believe that success is anchored in accountability.
- ▶ We pull together when confronted with challenges and work collaboratively and respectfully to identify solutions.
- ▶ We trust and empower team members to take ownership and initiative.
- ▶ We have the courage to fail, to be wrong and accept lessons learned, but we won't make the same mistake twice.
- ▶ We love what we do, and our passion shows in how we partner and drive each project to completion.

# SERVICE TO OTHERS

- ▶ We aspire to be a part of something larger than ourselves and are motivated by a deep desire to help our clients and each other.
  - ▶ We listen first, then listen more, approaching conversations with curiosity, humility, and an awareness that it's a privilege to serve.
  - ▶ We care deeply about the relationships we have with our clients and team members and place a high value on community—we are all in this together.
- ▶ We place our clients' vision and needs at the center of our work and rally around their success.
- ▶ We celebrate the differences in how people think and work, and we recognize the power of collaboration to stimulate creativity and engage with others in meaningful ways.
- ▶ We believe that we can learn from anyone—anywhere; teachers at heart, we find joy in discovery and openly share knowledge to unlock the potential of our clients and team members to grow and improve.

# AUTHENTICITY

- ▶ We learn what is important to our team members, and we respect personal interests and goals.
- ▶ We cultivate a people-first mindset that works from the inside out, and we do what is morally right and in the best interest of others—always.
- ▶ We dare to be great both inside and outside of work, and we create flexible, rewarding opportunities for team members to “lean in” and fulfill bold ambitions.
- ▶ We have a sincere appreciation for the diverse perspectives and strengths of others, and we encourage vulnerability and genuine connection so that everyone has the confidence to be their best selves at work.
- ▶ We are kind to ourselves first to show compassion to others; we appreciate imperfection, meet people where they are, and communicate honestly and with purpose to develop lasting relationships built upon understanding and trust.
- ▶ We challenge ourselves to embrace new experiences and associated risks, to give and receive feedback in order to achieve higher levels of performance, to learn from setbacks and success in equal measure, and to ultimately let go of who we think we should be in order to celebrate who we truly are.