



What does it mean to be  
**HEALTHY + SMART?**

Having a positive work environment where you're not afraid to ask questions or challenge an idea.  
Open communication + transparency between coworkers, work groups and departments.

**HEALTHY =  
Organizational  
Health**

Employees collaborate across departments on the projects and services the community values most.

In a healthy organization, employees are empowered to thrive.

What does a  
**HEALTHY**  
organization  
look like?

**SMART =  
Clear Strategy  
+ Tools**

Knowing the bigger picture behind what your purpose is in the organization.

Having the tools you need to get your job done.

Employees understand how their project goals connect to the overarching goals of the organization.

Technology, tools and equipment is kept up to date so work can be done effectively.

What does a  
**SMART**  
organization  
look like?