
















At ColRich, our culture is synonymous with caring. The way in which we show up for our colleagues each day reflects how much we care about our team members and our community, and sustains a thriving ColRich environment. Looking out for one another and pledging to work tirelessly towards shared goals is the foundation for our success. We call this **The ColRich Way**.

-  We come to the table **well prepared** and ready to step forward to take on next steps to achieve our goals.
-  We actively **participate** in meeting dialogue and proactively communicate status on tasks.
-  We show **kindness** to colleagues and take interest in their personal well-being.
-  We arrive on time to meetings and contribute our **full attention** (e.g., eliminate phone distractions, etc.).
-  We step up to help alleviate someone else's workload and look for tangible ways to **make our colleague's job easier**.
-  We set aside undistracted **time with colleagues** for key updates or decisions.
-  We **acknowledge** the contribution of others.
-  We start work early or stay late if needed to get the **job done well and on time**.
-  We respect **deadlines**.
-  We don't let projects stack up and **proactively move the ball forward**.
-  We make sure the information we're sharing is relevant, **accurate** and helpful.
-  We are **always willing** to provide assistance outside of department scope.
-  We pay attention to **outward attitude**. We say good morning and good night to one another.
-  **We help colleagues through adversity.**
-  We enjoy the journey because **we enjoy our travel companions**. They make us laugh, which is priceless. They are here when we need to cry, which is human.