Pillars of Our Quest

Surface Our Bias:

As a team it is important to be curious and surface our individual biases so we have the ability to see things from our perspective and also take in the perspectives of other people. This allows us to support one another — and to be bravely better together.

Seek In Unexpected Places:

When inviting a new member to join our family, we must go broad. We must ensure our call echoes across every hilltop, every valley, every known and unknown soil. That it dances into the ears of those who are seeking and those who haven't yet considered being sought.

Ask Illuminating Questions:

We are an organization of seekers — and we are unified in our desire to find humanity in every aspect of our work and our world. To unleash the abundance hidden behind interview formalities, we must ask questions that get to the heart of the person. Questions that serve as doorways to connection and authenticity.

Embody Our Values:

As we look outward to a bold new future for our organization, it is important to also look inward. To ground ourselves in the values, beliefs, and purpose at our core — and allow them to be the driving force that unites our global community.
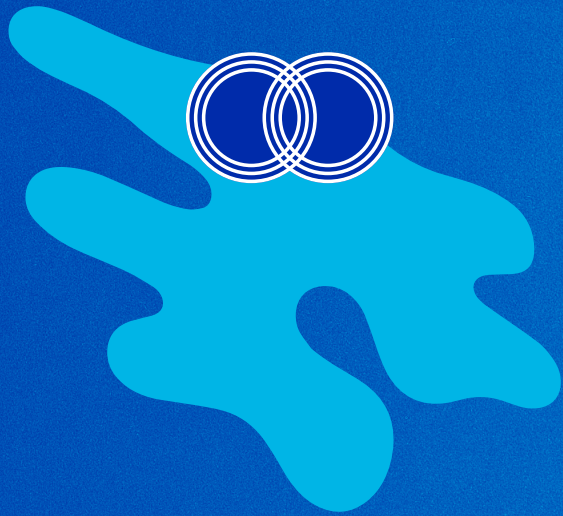
Dignity

Start each moment of seeking with the reminder that the person you are speaking with has a right to be here. Their dignity must always come first.
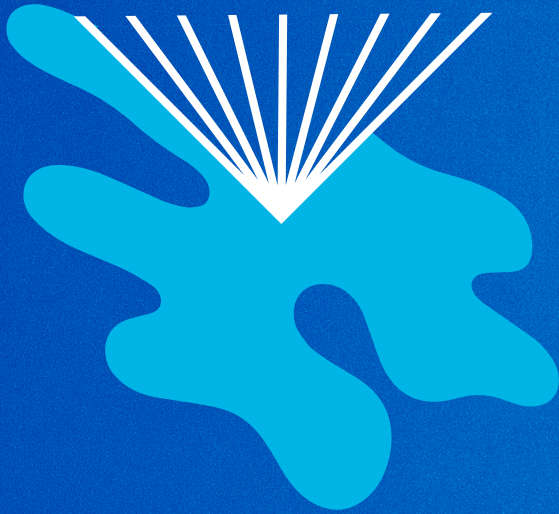
BEGINNING WITH DIGNITY:

Am I creating a welcoming space for others that meets their needs and comfort?

Am I treating colleagues, customers, and partners with care and respect?

Am I creating an environment that honors, recognizes, and celebrates the humanity of others?

Potential

When we seek, we look for potential. We try to understand how people want to grow and we work to find ways to help them grow.
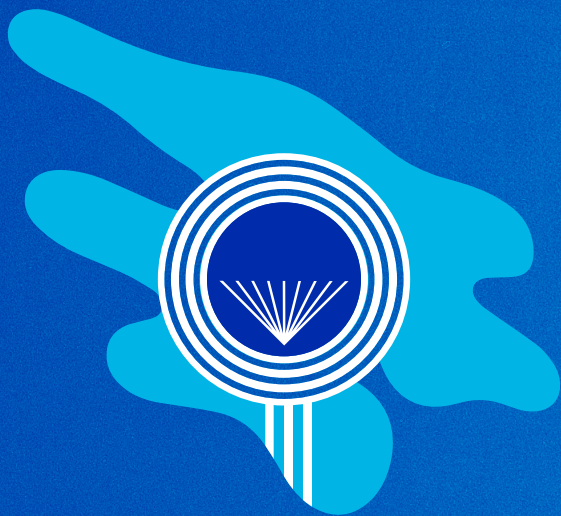
RECOGNIZING POTENTIAL:

Am I considering those that have previously been overlooked for opportunities?

Am I providing space for others to explore, stretch, and become?

Am I trying to grow others, and in turn growing myself?

Co-Creation

One way to make people feel at home is to co-create with them. Part of growth is to be comfortable with building with people. Unleashing starts with the courage to be creative.

FOSTERING CO-CREATION:

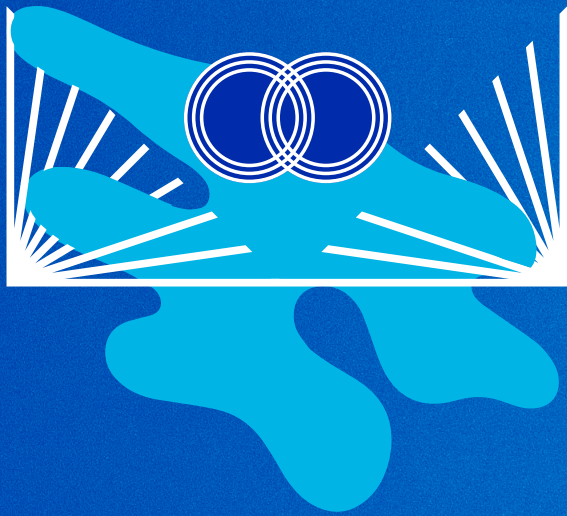# Am I providing opportunities for innovation, iteration, and shared ownership?

Am I embracing vulnerability to open space for others to co-create with me?

Am I allowing myself time to explore my own creativity?

Clarity

In humanitarian work there must be honesty around what it is we do. From the task at hand, to the strategy of the organization, it is important to have an understanding of how the machine works.
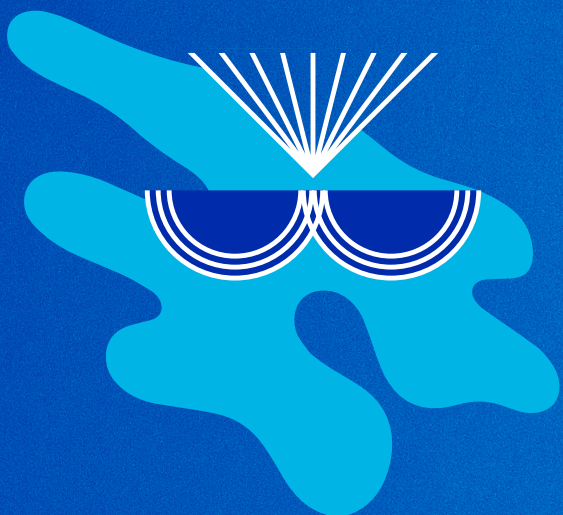
OFFERING CLARITY:

Am I communicating with people in their preferred language?

Am I being transparent and honest about the challenges people will face in this work?

Am I offering multiple pathways for people to navigate and gain understanding?

Connection

Making true connections happens when we go the extra distance. When we meet with someone, we listen to hear their truth and embrace our opportunity to connect.
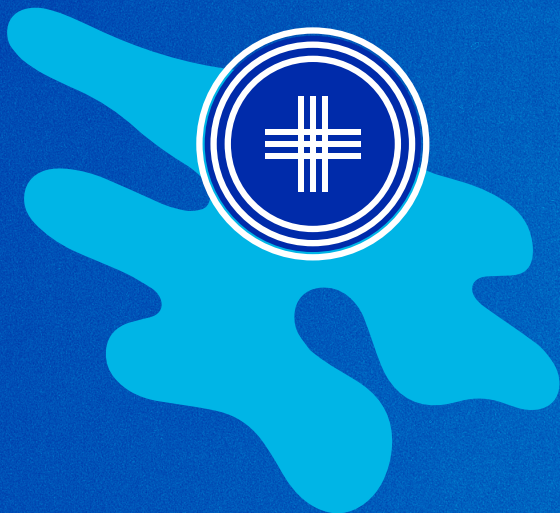
HONORING DEEP CONNECTIONS:

Am I entering an interaction with authenticity, bringing my full self to the conversation?

Am I meeting someone where they are at?

Am I opening the door for others to express sadness, joy, and laughter with me?

Belonging

Belonging is at the heart of our aspirations. Without a true sense of belonging the Alight family cannot approach our work and our creativity with a sense of courageous joy.

COMMITTING TO BELONGING:

Am I taking responsibility for my part in ensuring others feel they belong?

Am I actively bringing others in and creating borderless opportunities to co-create?

Am I confronting racism and other discriminations through my actions?

Your Card

YOUR CARD

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WHAT I AM ASKING:

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