The purpose of the values study was to determine how the Weitz CEC values (Diversity, Collaboration, Civil & Open Dialogue, Communication, Reciprocity, Welcoming Atmosphere, and Continuous Improvement) are being lived out by building partners. We assessed the baseline scores for the values via survey in October 2016 and again in April 2017.

Overall, the results of the two surveys were comparable (some specific findings are provided in the graphs below). However, based on the results we think that there may be some confusion regarding the values that we wanted to clarify.

1. The Weitz CEC values are **not** supposed to replace an organization’s mission or values.
2. The values **should be integrated** with each organization’s mission while they are in the Weitz CEC.
3. The Weitz CEC values are important for partners to concentrate on because doing so will allow them to take full advantage of the space and time they have in the building.

**Do you know what the Values are?**

<table>
<thead>
<tr>
<th></th>
<th>Base</th>
<th>6 Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>65%</td>
<td>70%</td>
</tr>
<tr>
<td>No</td>
<td>9%</td>
<td>8%</td>
</tr>
<tr>
<td>Not Sure</td>
<td>26%</td>
<td>22%</td>
</tr>
</tbody>
</table>

**# of Times Values Mentioned**

- Collaboration: 17
- Communication: 9
- Diversity: 3
- Welcoming Atmosphere: 15
- Continuous Improvement: 25
- Reciprocity: 3

**Partner Attitudes toward Values:**

- Advantage: Time 2 70%, Baseline 59%
- Hindrance: Time 2 1%, Baseline 0%
- Neither: Time 2 22%, Baseline 14%
- Somewhat Advantage: Time 2 15%, Baseline 14%
- Strong Advantage & Disadvantage: Time 2 3%, Baseline 2%

**Slightly more partners are aware of what the Weitz CEC Values are.**

**The values that are most often thought of as strengths of the Weitz CEC are collaboration and Communication.**

**Partners are more likely to rate the values as “neither an advantage nor a hindrance” to their work than rate them as an advantage when comparing October 2016 to April 2017 results.**