

TRIBAL HEALTH: OUR VALUES AND CULTURE



TRIBAL
HEALTH

Tribal Health: Who We Are

Tribal Health provides healthcare staffing and consulting services to Indian Health Service and Tribally operated healthcare facilities.

We are change agents, advocates, and clinicians creating sustainable healthcare transformation in Native American communities.

While we can't solve healthcare disparities overnight, we work toward solutions every day by delivering culturally sensitive care and strengthening facility performance.

Our Mission

To positively impact generational change by providing an exceptional healthcare experience to every patient we serve.

Indigenous communities are living through an ongoing healthcare crisis – one that juxtaposes high rates of chronic disease and suicide with generational poverty and underfunding. Our goal is to drive transformation on patient, community, and generational levels.





“The people who are crazy enough to think they can change the world are the ones who do.” - Steve Jobs

If you want to play a hands-on role in solving healthcare disparities, Tribal Health offers you the chance to make a profound and lasting difference.

Our Story



We hire exceptional performers - and we are recognized in the industry.



Tribal Health Pillars



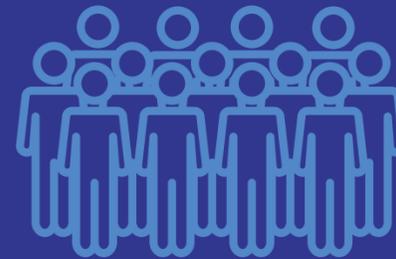
Tribal Emergency Medicine

- Advanced medical expertise
- Culture-centric patient experience
- Metric-driven improvements
- Clinical oversight
- Staff training deployments



Tribal Behavioral Health

- Mental health and substance misuse treatment
- Flexible programs
- PHP, IOP, and residential care
- Detox
- Integrated care
- Wraparound services



Tribal Pro Staffing

- Locums Tenens
- Clinical expertise
- Culture-centric care
- Process improvements
- Focus on Tribal care gaps
- Dozens of specialties

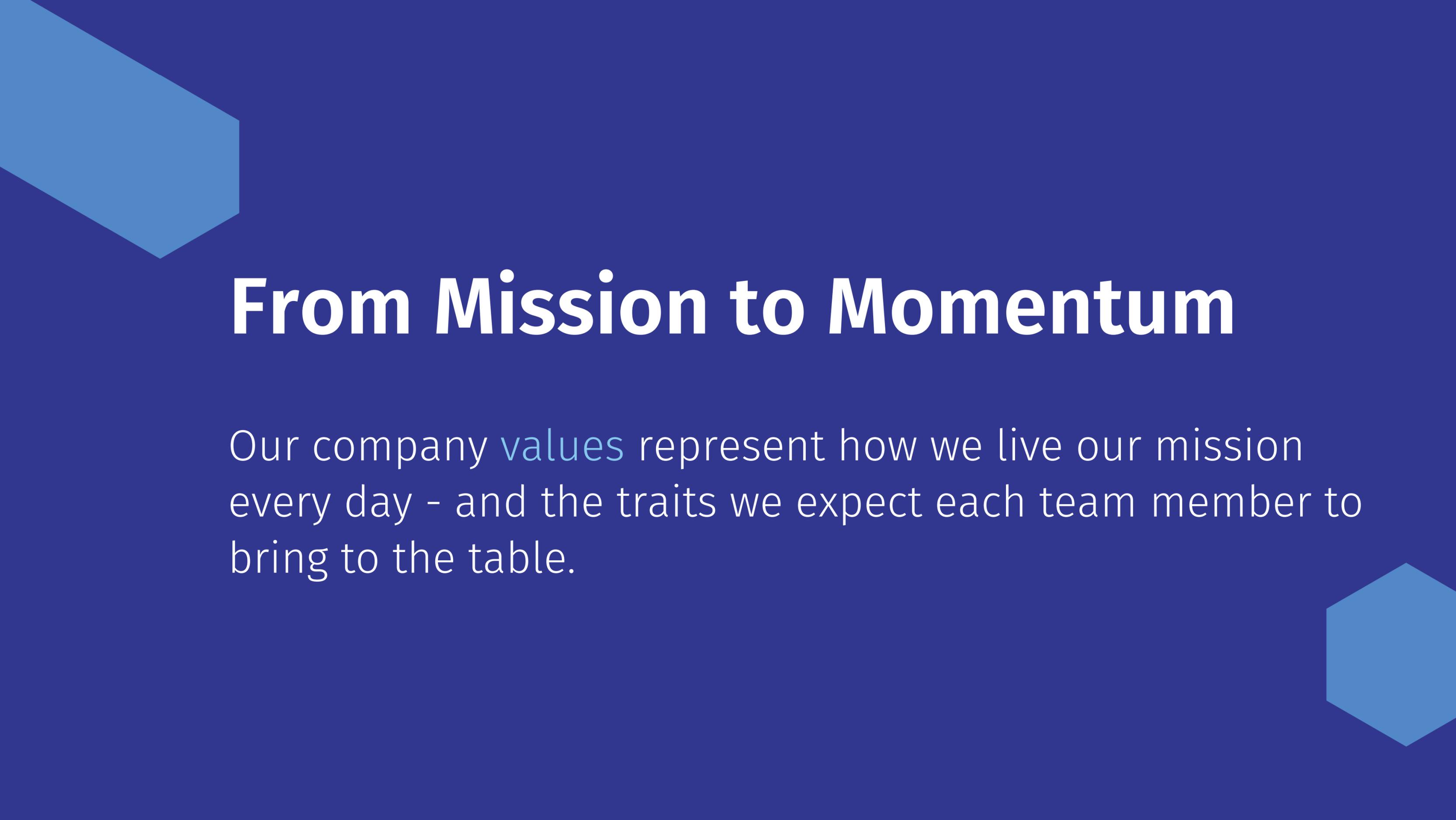


Tribal Consulting

- CMS accreditation
- Joint Commission survey preparedness
- Six Sigma-driven performance improvement
- Policy and procedure review
- Facility design and construction



Everyone at Tribal Health, regardless of their role, is committed to transforming Indigenous healthcare - and to building an inclusive and vibrant workplace culture.



From Mission to Momentum

Our company *values* represent how we live our mission every day - and the traits we expect each team member to bring to the table.



Our Values

Integrity

Service Excellence

Compassion

Inclusion

Can-Do Attitude

Teamwork

Dependability

Value Expressions

Courage and Authenticity

Responsibility and Passion

Altruism

Growth

Innovation and Lifelong Learning

Communication

Judgement and Impact

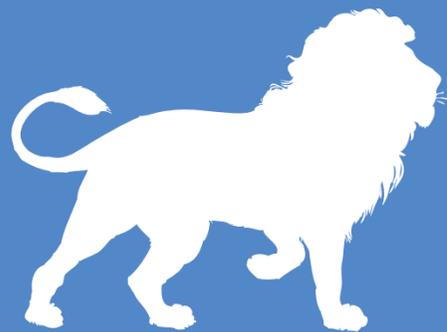


Integrity



We take responsibility for our actions, honor our commitments, and remain cognizant of our responsibilities to our patients and their families.

Courage



- You say what you think when it is in the best interest of your patients or Tribal Health.
- You can make hard decisions without agonizing.
- You openly question decisions that are inconsistent with our values.
- You remain vulnerable in search of the truth.
- You are able to take risks in spite of the possibility of failure.

Authenticity



- You only say negative things about fellow team members to their face.
- You admit mistakes openly and freely.
- You treat everyone with respect, regardless of their status or disagreement with you.
- You are known for your transparency, candor, and authenticity.
- You always share relevant information even if it's difficult.

Value #2

Service Excellence



We continually strive to improve our service by exemplifying our values.



Responsibility



- You are self motivating and self aware.
- You are disciplined and committed to ongoing improvement.
- You act like a leader, regardless of your role.
- You don't wait to be told what to do.
- You pick up the metaphorical “trash” on the floor.

Passion



- You inspire others.
- You care intensely about patient wellbeing and Tribal Health's success.
- You are optimistic.
- You celebrate wins.
- You are tenacious.

Compassion



We care about and understand the challenges of our patients and their families - and treat them with the utmost respect, dignity and care.



Altruism



- You seek what is best for your patients and for Tribal Health.
- You are open-minded and willing to consider other perspectives, beliefs and cultures.
- You make time to help others.

Inclusion

- We celebrate our differences and welcome everyone into a safe, healing environment where every team member's differences and perspective are valued.



Growth



- You collaborate effectively with people from diverse backgrounds, beliefs and cultures.
- You embrace different perspectives.
- You recognize your biases and work to grow past them.
- You intervene in defense of someone who is being marginalized.

Teamwork



We work collaboratively and with a positive attitude to achieve our goals.

Communication



- You are concise and articulate in both speech and writing.
- You listen before you speak and understand before reacting.
- You remain the calmest person in the room.
- You adapt your style to the situation.
- You provide helpful and candid feedback to colleagues and patients.

Dependability



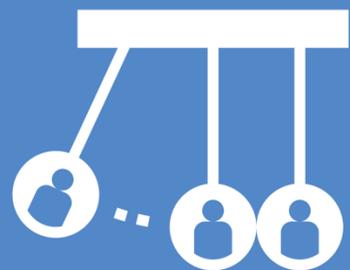
- We show up every day with the drive and passion to give it our all, demonstrating kindness and humility with every interaction.

Judgement



- You can make decisions with imperfect information.
- You search out the root cause of issues.
- You think strategically and articulate your objectives.
- You use data to bolster your intuition.
- You have the ability to see over the horizon and base decisions on long-term implications.

Impact



- You have the ability to produce amazing amounts of work.
- You demonstrate consistently strong performance.
- You raise the bar for everyone and make your colleagues better.
- You focus on results over process.

Can-Do Attitude



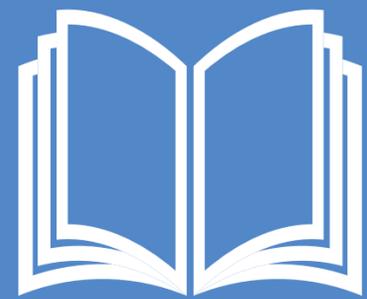
We approach challenges as opportunities to demonstrate our belief in ourselves and our team.

Innovation



- You think creatively.
- You approach problems with new ideas in search of solutions.
- You challenge prevailing assumptions.
- You thrive on change.

Lifelong Learning



- You learn rapidly and eagerly.
- You make connections that others miss.
- You're curious about people and cultures from around the world.
- You search out alternative perspectives.
- You contribute to disciplines outside your area of speciality.



VISION



MISSION

Our values produce transformative results.

STRONGER HOSPITALS

CULTURALLY SENSITIVE PATIENT CARE

EXCEPTIONAL CULTURE

CLINICIAN DIVERSITY

VALUE EXPRESSIONS



ORGANIZATIONAL VALUES

**We value culture
over strategy -
and people over
process.**



We thrive in a culture of collaboration.

- We encourage independent decision making.
- We are honest and direct with each other.
- We retain only highly engaged and effective people.
- We openly and candidly share information with our team members and clients.

At Tribal Health, everyone picks up the metaphorical trash on the floor. No one says, "It's not my job."

Above all, we value self-improvement.

High performers pursue improvement through experience, observation, introspection, reading, classes, and discussion.

**Have
questions?**

**We've got
answers.**

Request Clinical Services

 bcavender@tribalhealth.com

Ask About Assignments

 jobs@tribalhealth.com

Sign Up for Training

 dei@tribalhealth.com

Suggest a Community Partnership

 press@tribalhealth.com

**Welcome to Team
Tribal!**

