

# 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



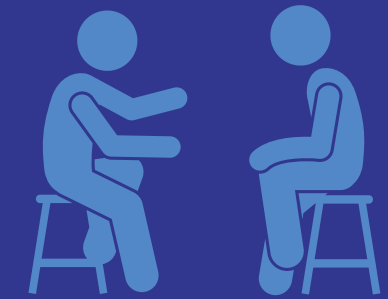
## Tribal Behavioral Health

- 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

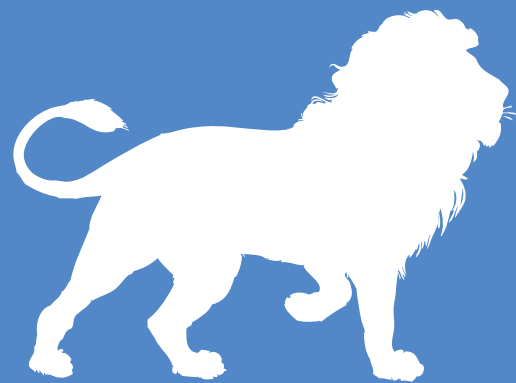


# Integrity



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



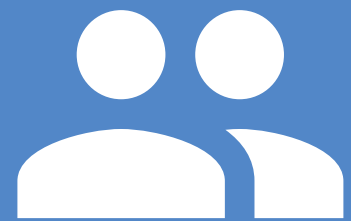
- You seek what is best for your patients and for Tribal Health.
- You are open-minded and willing to consider other perspectives, beliefs and cultures.
- You make time to help others.

# 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



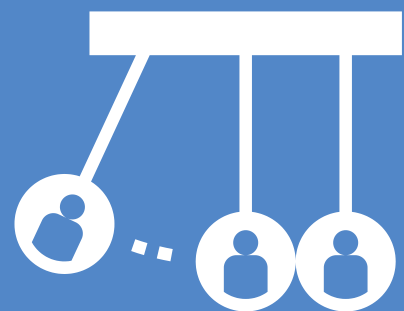
We show up every day with the drive and passion to give it our all, demonstrating kindness and humility with every interaction.

# 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 consistent 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

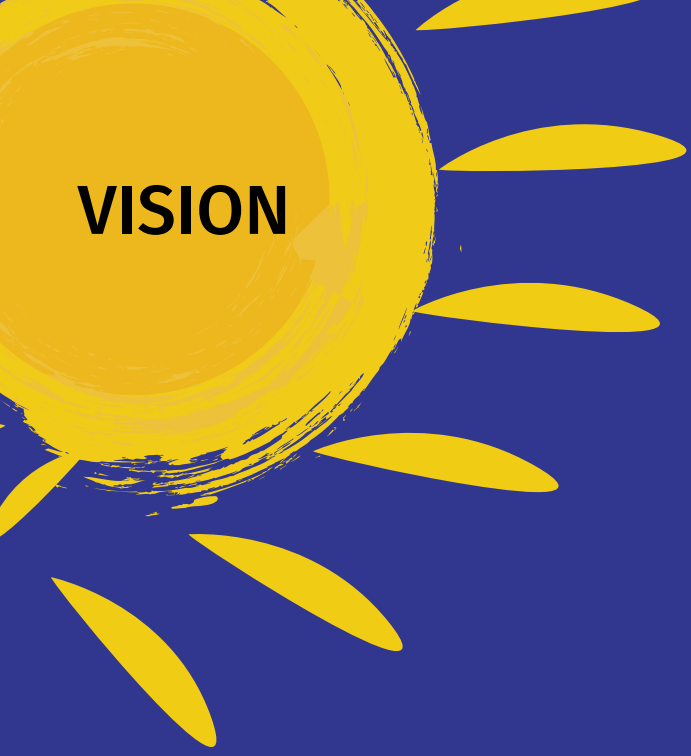


- You think creatively.
- You approach problems with new ideas in search of solutions.
- You challenge prevailing assumptions.
- You thrive on change.

# 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](mailto:bcavender@tribalhealth.com)

**Ask About Assignments**

✉ [jobs@tribalhealth.com](mailto:jobs@tribalhealth.com)

**Sign Up for Training**

✉ [dei@tribalhealth.com](mailto:dei@tribalhealth.com)

**Suggest a Community Partnership**

✉ [press@tribalhealth.com](mailto:press@tribalhealth.com)

# Welcome to Team Tribal!

