



Our Values

***“Acceptance, Creativity, Empowerment,
Excellence, Humility & Growth”***

These are the **Values** of Spectrum Quest. In working towards our **Vision** of the world by executing our **Mission**, we choose to **be** people who hold to certain **Values** in pursuit of that **Vision** and **Mission**. Where it is not clear on how to act in a given situation, we act in accordance with those **Values**. Spectrum Quest holds and lives out more **Values** than what is listed below, but these ones we consider key, have a wider influence on, and are unique to the business.

At the end is a note on why we replaced two of our previous **Values**.

Acceptance

Everyone is different. We pursue authentic connection through provision of a safe space to all people regardless of beliefs, opinions, or background, while maintaining healthy boundaries.

To help you further understand this Value, here are examples of the kind of thinking, attitude, and behaviors that we see as embodying this Value. *These examples are from the perspective of the Spectrum Quest team.*

Top Examples

- "I should welcome everyone, meeting them where they are at."
- "Boundaries should be used to keep people safe, but with as much flexibility as possible to avoid people feeling condemned"
- "When I welcome different people, even those which I or another might find offensive, it provides them the emotional safety to grow."

Other Examples

- "I'm noticing that what they said is offending me. I better not let that get in the way of hearing what they have to say, and helping them still feel welcomed"
- "How can I let this person know the consequences of their enacting their view, without feeling condemned?"
- "I wonder what must be going on at home, or in their past that they would behave like this? It must be really rough. I think I'll be more lenient on the rules, as I think they just need to feel safe to be in the group right now."
- "What behavior should I enact to keep everyone safe, while still allowing them to make their own choices? Even if I think those choices are unhelpful, as I notice they are leaving the other players uncomfortable."

- "I don't think this player realizes what they say may be seen as offensive. I'm going to thank them for sharing, since most people probably just shut them down. And at the start of next week, I will gently help them understand how it comes across."
- "Even though it slows the game down, I will help this player who has a more notable processing challenge, when trying to understand what is going on."
- "I personally disagree with the morals that the player has. However, it is not endangering anyone, so I'm going to thank them for sharing, and let them make that choice."

Creativity

Creativity is fun and an essential part of being human. Through creation, we grow, so we seek and encourage creative thinking in ourselves and our participants. We believe creativity thrives within natural limitations. Overcoming a hurdle with creativity teaches us more than an easy sprint.

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Top Examples

- "Creativity is a necessary life skill."
- "Creativity is the vehicle to achieve the Vision and Mission of Spectrum Quest."
- "I will cultivate my creativity and that of those around me."

Other Examples

- "Creativity is not just a hobby, it is very literally required to problem solve, making this an essential life skill!"
- "Creativity is an integral part of what it is to be human"
- "I should encourage players to try and explore ideas using their PCs' natural constraints. Just like in the real world; we can do anything, but not everything."
- "How can I foster collaborative creation in a given group, that also includes my creativity?"
- "How can I creatively contribute to the shared world our various groups of players find themselves in, in a way that supports the Vision of Spectrum Quest?"

- "How do I make sure and encourage myself, the players, and other GMs to find ways to have creative fun?"
- "I want to achieve the best growth outcomes for players. I don't need to work *around* creativity to make that happen, I *use* creativity to create those outcomes."

Empowerment

We believe people deserve to make their own choices and own the responsibility that follows. We give each other the freedom to innovate, and we teach our participants about the power of their decisions.

To help you further understand this Value, here are examples of the kind of thinking, attitude, and behaviors that we see as embodying this Value. *These examples are from the perspective of the Spectrum Quest team.*

Top Examples

- "I will take *responsibility* for myself, my actions and their consequences, my feelings, my words, and for my agency in a given situation, and expect those around me to do likewise."
- "I believe players can make good choices for themselves. My job is to simulate natural consequences."

Other Examples

- "How can I help participants become more aware of their actions and choices?"
- "How do I let players experience natural consequences, mindful of how this influences their behavior?"
- "I believe players should be given a safe space to experiment, and this is a good way to help them distinguish between helpful and poor choices"
 - "My job is to keep them safe while they do this with healthy boundaries that do not take away their agency."
- "As long as I seek to align with the Purpose of Spectrum Quest, I can choose how I think it is best to support the participants under my care."

- "If other team members disagree with me, but I still think I am right, I should at least justify how my decision remains inline with the Purpose of Spectrum Quest."
- "As long as they seek to align with the Purpose of Spectrum Quest, other Game Masters may ultimately choose how they handle a given situation with a participant or their group."
 - "I must challenge them where I think it is useful, while respecting their final say. Asking how their decision still aligns with the Purpose of Spectrum Quest."
- "How I *respond* and deal with any given situation is my *responsibility*, and no one else's."
- "The way that team members run their group I believe is not the best way to do it. While I hate to admit it, this is a difference of opinion, so I will respect and accept their choice here."
- "The players have decided they want to rile up a crowd. After today's session, I will read up on crowd behavior, to better simulate how the crowd might naturally respond, including outcomes the players might not have wanted."
- "The participant asked me if I agreed with something they believed to be true. I actually do agree, but I can see they're trying to figure this out, so I think this time I will hold off sharing my view point and ask them questions to help them decide for themselves."
- "I have an idea that may further help the players to grow. Though it is not normally how we would operate, I believe it is worth trying. I'm going to try it, and learn from it."

Excellence

We put in high effort. We produce quality games, great experiences and real development.

To help you further understand this Value, here are examples of the kind of thinking, attitude, and behaviors that we see as embodying this Value.

These examples are from the perspective of the Spectrum Quest team.

Top Examples

- "I should deliver quality in every aspect of my work -not just what is 'assigned' to me- and where I am able, go above and beyond."
- "Giving my best is not just for my benefit, but it benefits and influences those around me."

Other Examples

- "I love reading the latest research in this area, so my services are of a higher quality."
 - "A new research article was released. This may provide extremely helpful knowledge, I'm going to go read it."
- "How can I keep the story following natural beats, while *a/so* weaving in specific challenges to help the players grow?"
- "How can I help the players *and* the parents feel supported?"
- "I wonder how I can help parents the most?"
- "In this email, it seems like the parent is upset with this issue. Is there a way to resolve it that is even better than they expect?"
- "Feedback is so valuable. How can I make sure to get the most useful and honest feedback from parents, participants, and other staff?"
- "Another Game Master said they were unsure how to help a participant. Why don't I research that participant's diagnosis, and maybe I'll think of something that will help."
- "I will exercise, get good sleep, and have time with friends and family. I do it for myself, but I know it also means I can give my best at work!"

- "I know my strengths and weaknesses, so I can plan my sessions around those."
- "Our programs are in a cross group shared world. I'm going to learn to take great notes, so everything is consistent."
- "My actions not only affect my outcomes, but they also influence the team. So I will give this my best so that all of us operate at our best!"
- "I will live out the Values, even when no one is watching, or will ever find out."
- "I'm going to sit down for a while and see if I can come up with other ways to achieve the Vision and Mission of Spectrum Quest."
- "How can I improve my relationship with the team?"

Humility & Growth

We want to grow and learn. We will always have ways to improve and lessons to learn from one another. We are also confident in who we are already, and share our ideas for everyone's benefit.

To help you further understand this Value, here are examples of the kind of thinking, attitude, and behaviors that we see as embodying this Value. *These examples are from the perspective of the Spectrum Quest team.*

Top Examples

- "I believe I have 'got this', and will push myself to grow"
- "I believe I have *not* 'got this', and will seek help"
- "I will *challenge* myself, and those around me."

Other Examples

- "I believe I can grow out of the limits I currently perceive of myself"
- "I believe some of the things I believe in general or about myself are incorrect, and at any moment, I may discover how so and grow because of it"
- "How I talk to myself is really important, and I want to improve it"
- "I choose to be excited about other people's view points, as it may unlock a new way of thinking that never occurred to me before"
- "I want to seek others help and input, especially as it may help me deliver a better program, leading to better outcomes for those I serve"
- "I accept I will make mistakes, and I will take responsibility for those mistakes"
- "I really want to help make others feel safe enough to make mistakes, and still feel welcomed"

- "I will make sure to express my disagreement appropriately, as sometimes I may be right, and others may benefit from insight I share"
- "I have an idea, I worked really hard on it. Even though I feel nervous, I will open up the idea to critique."
- "I have a problem. I know a team member who is really good at handling this kind of problem, so I will seek out their input"

What happened to Honesty and Accountability?

In reviewing the Values of Spectrum Quest, it occurred to us that every organisation should be honest and accountable. Stating that Spectrum Quest held these Values tells you nothing unique of the Company. So we decided that we would only include Values which we believed help delineate Spectrum Quest.

For example: Spectrum Quest Values Excellence. Not all companies value Excellence. Some companies aim to provide cheaply manufactured but affordable products.

Spectrum Quest still Values, and will continue to Value Honesty and Accountability. And hope this explanation helps you understand the adjustment.

(We are being *honest* about why we removed these Values)