

*We at Johnson, Kunkel & Associates, Inc. value and affirm these leadership qualities.*

1. **Exemplary performance** that inspires excellence in others both at work and in the greater community.
2. **Respect** for others and the diversity of ideas, methods and beliefs they represent.
3. **Teamwork** emphasizing common goals, accessibility, and cooperation.
4. **Courage of conviction** and commitment to core values and beliefs.
5. **Continuous improvement** through innovation, education and training.
6. **Resourceful** and efficient execution of work.
7. **Ethical conduct** worthy of fellow employees and the public trust.
8. **Positive thinking** that seeks solutions.
9. **Professional judgment** that serves the public and goes beyond a job and paycheck.
10. **Persistent** pursuit of clearly defined goals.

*Leading the way in integrated services*