

**JA China**  
青 年 成 就  
A Member of JA Worldwide

**25**  
YEARS

**The JA Way!**  
**Our Organizational Culture**



I. RUN THE MARATHON

We are building a future for our youth, so their success is our inspiration!

JA work can be both exhilarating and challenging, but we always maintain enthusiasm and a long-term perspective for JA's mission.

We are running a marathon, not a sprint.



## 2. A SAFE PLACE

We encourage transparency and open communication. We value everyone's voice.

We respect diversity of opinion and thrive on collective wisdom.

We believe honesty and vulnerability help build trust.



### 3. TEAMWORK WITHOUT BORDERS

We work as one by respecting and supporting each other.

We share our ideas, experiences, and resources. We go the extra mile to help others succeed.

We stress a spirit of service and humility.

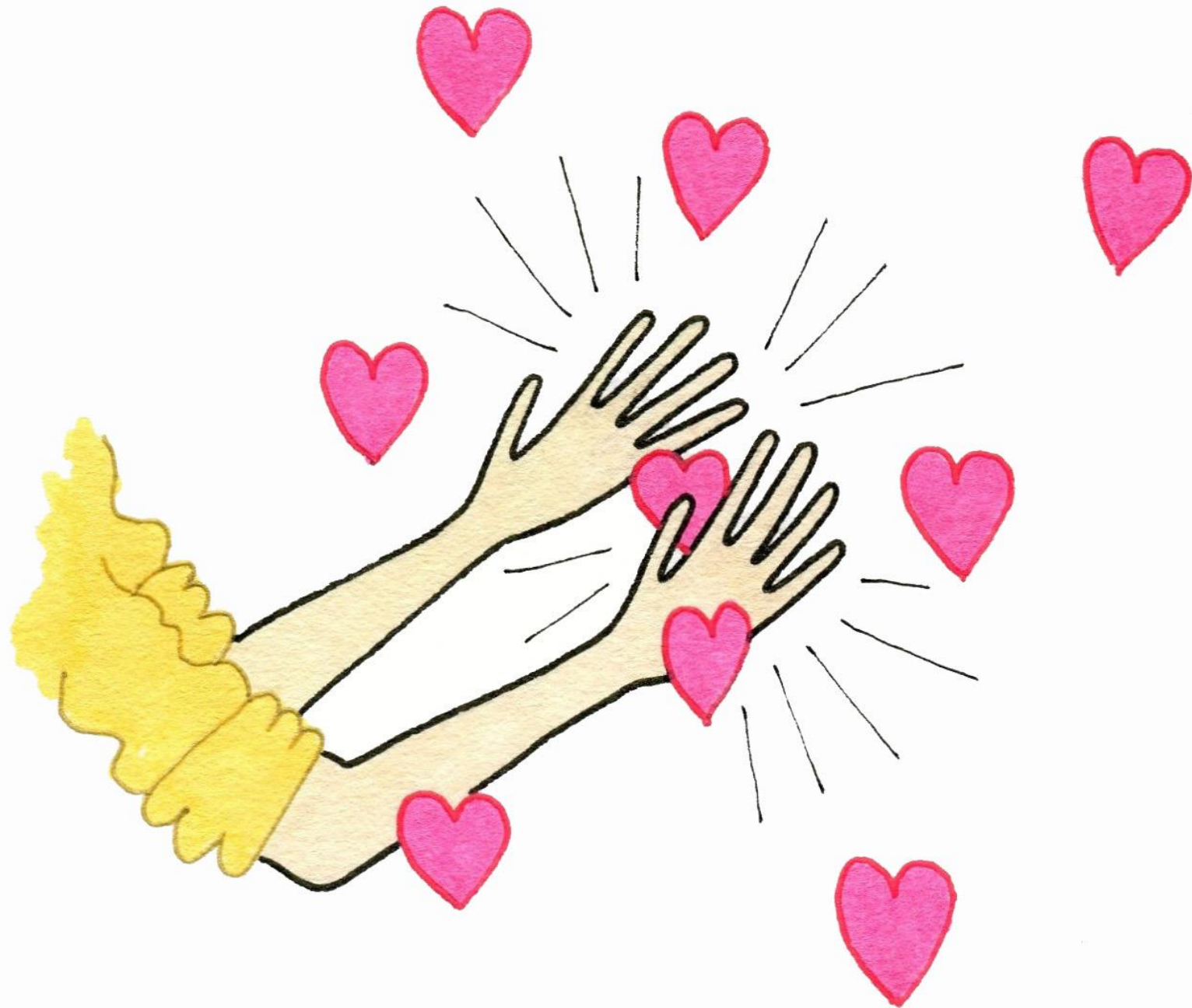


#### 4. FOLLOW THE 1-2-3

We plan, communicate and execute. We communicate every step of the way.

We follow-through swiftly, thoroughly, and efficiently.

We strive towards best results and highest impact.

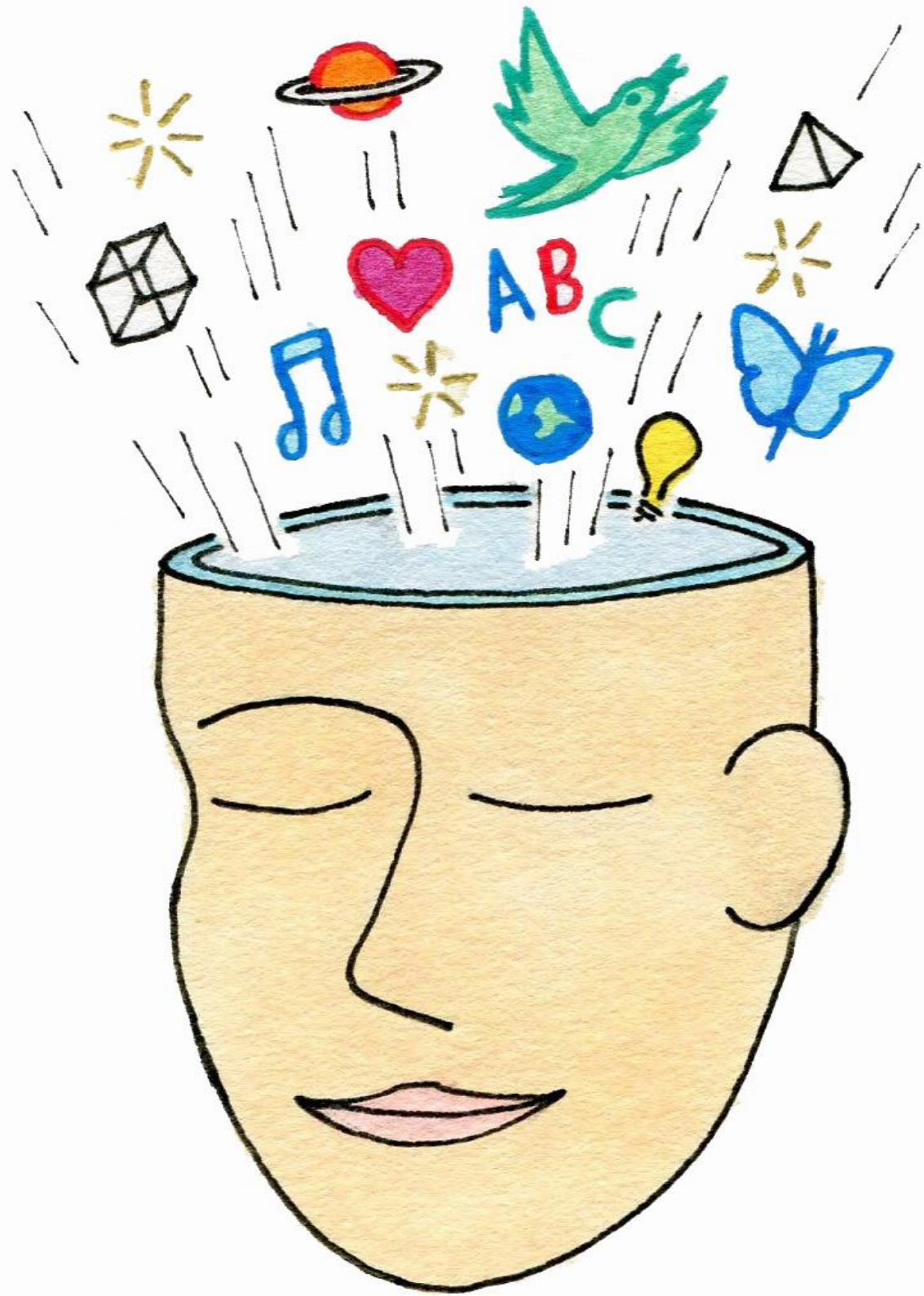


## 5. TAKE THE INITIATIVE

We look closely at how we can improve.

We jump in, speak up, and are willing to assume extra responsibilities.

With our can-do attitude, we proactively provide solutions to create positive change.

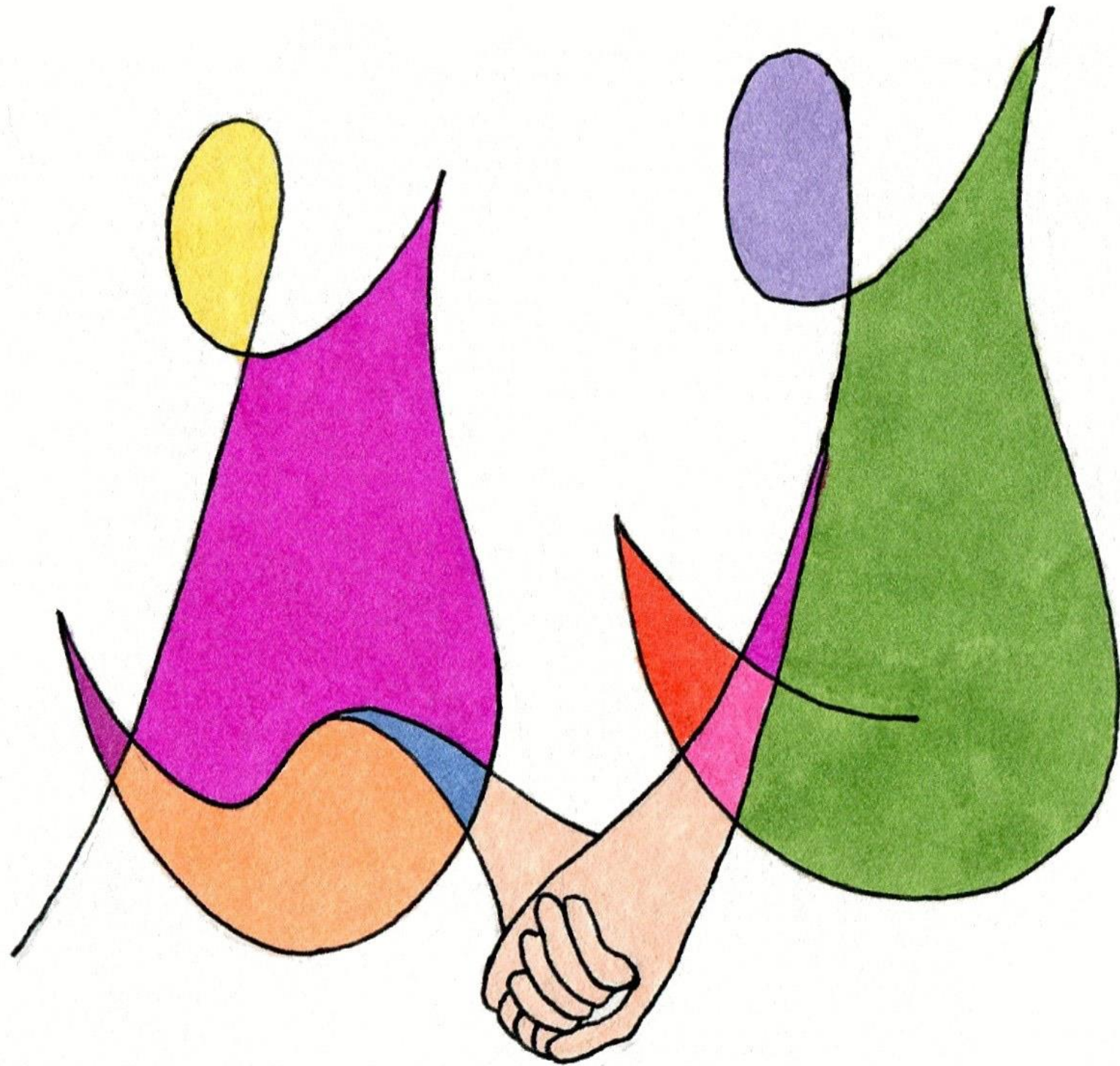


## 6. A BEAUTIFUL MIND

We value collaborative brainstorming.

We look for fresh ideas, creativity, and innovation.

We enable an agile mindset by embracing change, we promote curiosity by asking questions, and we challenge the status quo by daring to dream.



7. PRACTICE THE 2 G

We practice graciousness and gratitude.

We treat everyone equally with kindness.

We respect individual differences and resolve conflicts immediately.

We always look for the good in people and in situations.

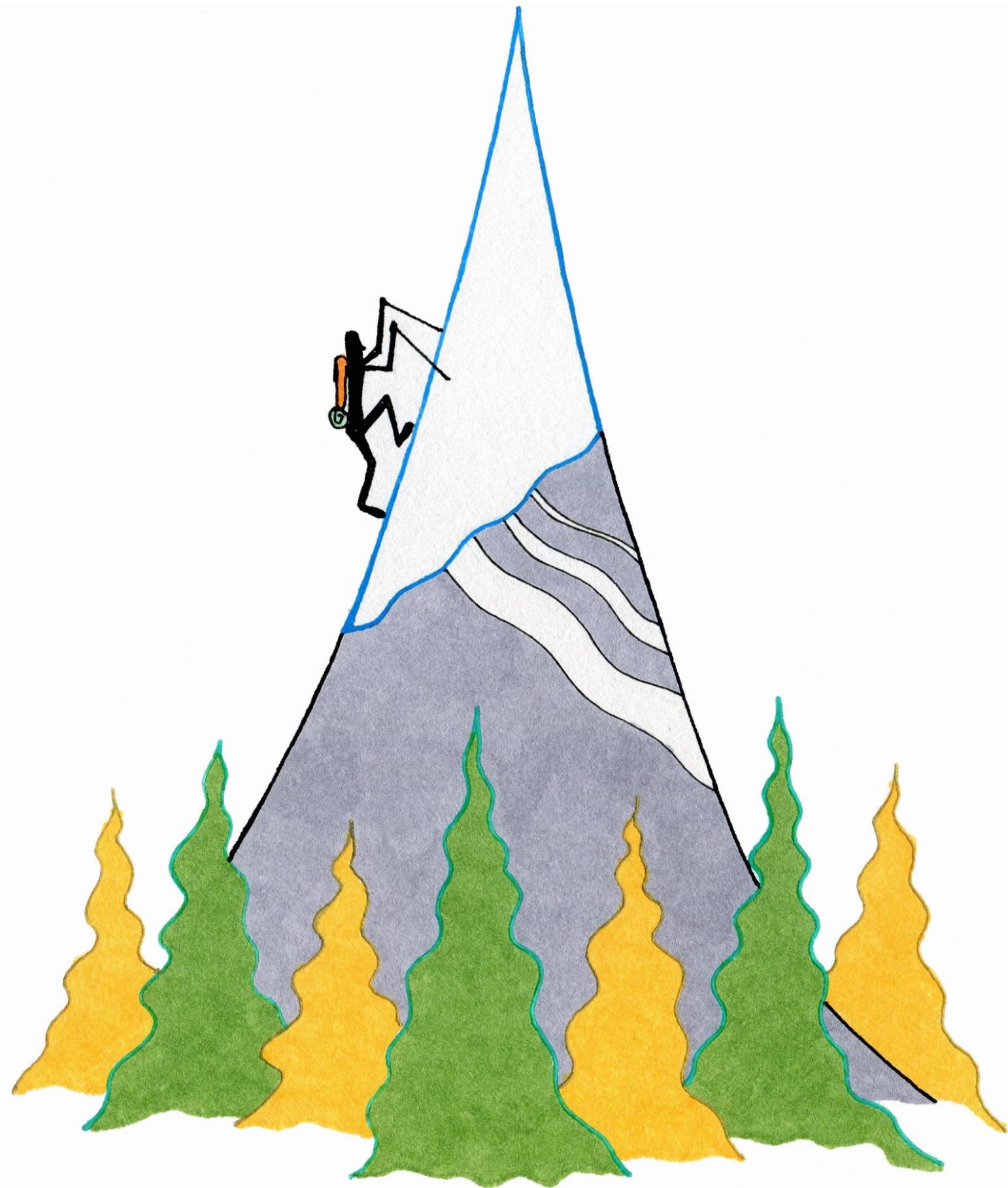


## 8. BE TRUSTWORTHY

We are sincere and truthful inside and out.

We keep our promises. We demonstrate integrity by being consistent in our words and actions.

We do not engage in any questionable practices.

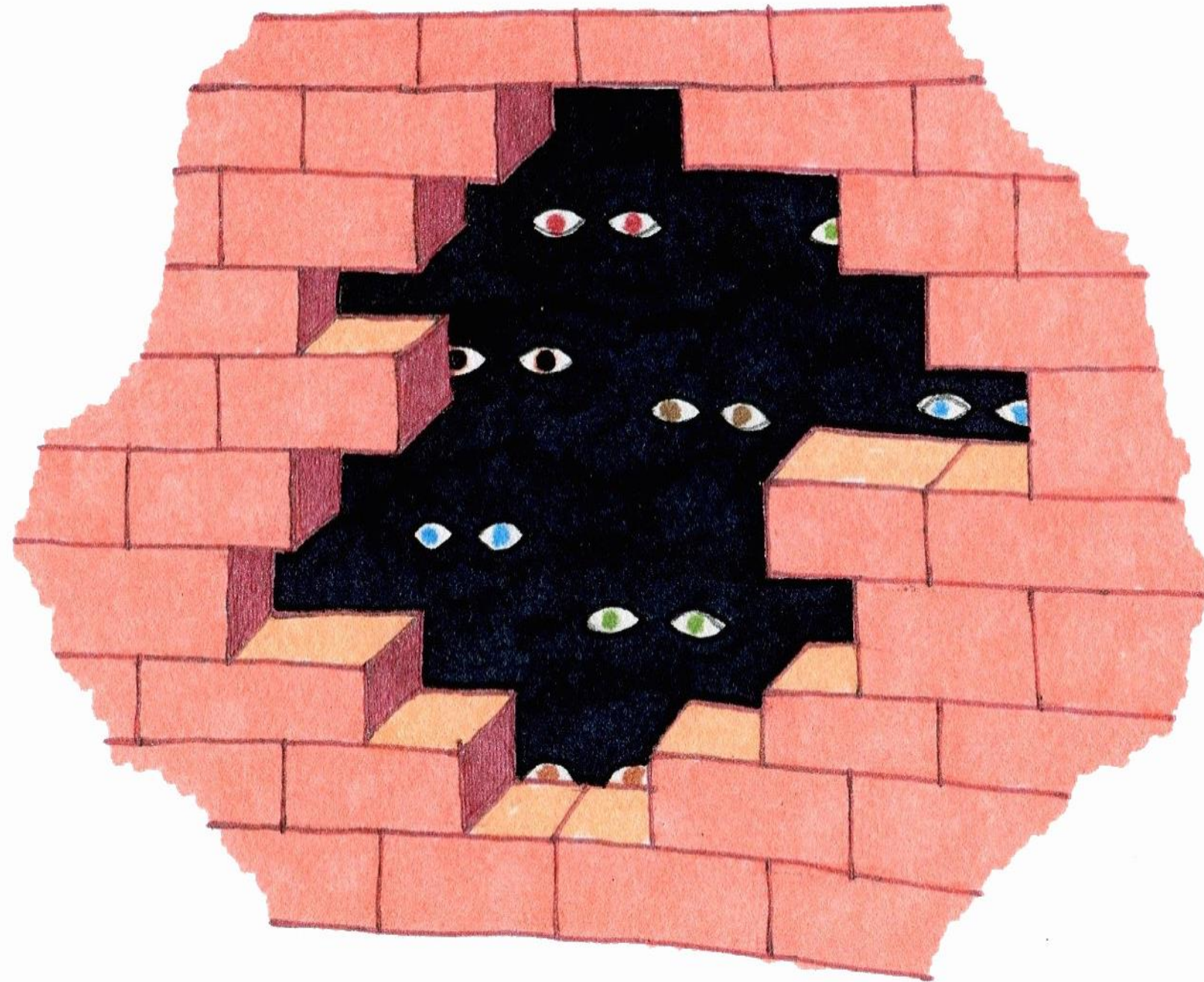


9. SHOW OUR BEST

We strive for excellence in our appearance, conduct, professional skills, and work ethic.

We try our best to embody our positive core values.

We work hard to earn respect and influence.



10. DO NO HARM

We do not marginalize others.

There is no place for divisive attitudes or malicious behaviors which affect either individuals or teams.

We follow the Golden Rule: treat others as you wish to be treated.