

# OUR PRINCIPLES



1



## Mission-Bound

Everything we do at SPN is **in service to the restoration of individual rights and self-governance**. We pursue excellence in our work and set aside our pride and differences to commit ourselves to this end.

2



## Candid & Humble

We give and receive **honest and respectful feedback with the assumption of positive intent**. We deal with problems and conflict directly with the individuals involved. We are open to challenges, eager to learn, and willing to acknowledge mistakes to improve.

3



## Entrepreneurial

We **seek opportunities, embrace innovation, and take prudent risk with a bias toward action**. We test, fail small, and scale our successes. We're resilient but also nimble, looking for the potential in every challenge.

4



## Relational

Trust and respect are built over time through **competence, reliability, and integrity**. We establish credibility through meaningful relationships, demonstrating value before expecting influence or partnership.