

# MISSION STATEMENT

*To spread the love of performing arts by providing professional dance instruction to children of all ages and all skill levels.*

This is what we do regardless of anything else. If we aren't doing this, at the minimum, Dimensions no longer exists.

# DIMENSIONS CULTURE

Our culture is a combination of our staff, our dancers, our Directors, our facilities, and our customers. It is the studio environment, a "vibe", and a perception all wrapped into a general attitude and way of "being". While we don't always get it perfect, we do strive to promote a positive, upbeat and supportive culture. Part of that promotion includes encouraging our customers to be proactively positive versus passively indifferent or actively antagonistic. To help further define our culture, we've broken it down into three main components: Our Vision, Core Principles, and Code of Conduct.

## OUR VISION

It is our vision to contribute to our communities by training dancers to have kind hearts, compassionate deeds, humble spirits, eager minds, respected skills, healthy bodies and strong relationships.

## CORE PRINCIPLES

Dimensions has seven core principles. These principles inform our attitude. Our attitude then frames our actions. Our actions define who we are. With that in mind, we encourage all Dimensions family members to adopt the principles while at Dimensions or a Dimensions event (for our Allstars, it is not just encouraged, but expected). The more consistent we are in our shared principles, the stronger and better we are.

We all have many unique dimensions (pun intended) that make up who we are, but we also all share a common creative spark. Whether that spark manifests as instruction, encouragement and support, or as participation, it is there in all of us. So, we rally around that spark as a common bond and commit to the following principles:

- ★ DISCIPLINE. Purposeful habits that build skills and define our lifestyle. Motivation burns out; discipline endures.
- ★ RESPONSIBILITY. The confidence that I own my actions and the outcomes of those actions, good or bad.
- ★ PASSION. Committing all our effort and emotion to accomplish the task at hand.
- ★ KINDNESS. Treating others in a manner that adds something positive, big or small, to their life.
- ★ RESPECT. Acknowledging the value of others and others' property in our interactions with them.
- ★ GRACE. Allowing for mistakes, never jumping to the worst conclusion, and eager to return to the positive.
- ★ HUMILITY. Willing to be wrong or to be wronged, and still act in the strength of the other five principles.

When we embrace the seven core principles, some key attitudes emerge. Here are a few:

- ★ Proud of our skills, our studio, and our Dimensions family, but not prideful.
- ★ Confident in who we are, but not arrogant.
- ★ Constantly strive to be a better version of ourselves, not thinking of ourselves as better than others.
- ★ Encouraging, not insulting.
- ★ Ready to be helpful, and willing to accept critique.
- ★ Keep our minds open because when learning stops, so does living.
- ★ Not seeking out confrontation, but are always willing to defend our Dimensions family.
- ★ We value healthy communication and positive relationships.

## CODE OF CONDUCT

If you are affiliated with Dimensions as staff, student, or support (financial, transportation, spectating, encouragement, etc.), you are part of the Dimensions Family. Below is how the Dimensions Family conducts themselves. In other words, this is how we “walk the walk” not just “talk the talk”:

- We do not purposely vandalize, deface, or otherwise damage any property of Dimensions.
- We do not use abusive, inappropriate, or antagonistic language toward anyone while at Dimensions or a Dimensions event.
- We do not make unnecessary or unwanted physical contact (harmful or otherwise) with anyone while at Dimensions or a Dimensions event.
- We do not enter Dimensions or a Dimensions event while intoxicated or legally impaired.
- We do not delay, disrupt, distract or otherwise inhibit Dimensions’ ability to teach and coach.
- We do not allow minors in our care to be unsupervised, disruptive, destructive, or put themselves in harm’s way.
- We promise to speak positively about the studio, the staff, and the other customers and students at all times.
- We promise to speak in a calm and civil manner, refraining from manipulation or escalation.
- We promise to address our concerns with the appropriate person and not engage in gossip or dissent.
- We promise to encourage other adults to speak to appropriate staff members about concerns rather than talk negatively to people who have no ability to offer resolution.
- We promise to use our influence with friends, family, and social media circles in a positive way concerning Dimensions.
- We promise to trust the experience and professionalism of the coaches, instructors and directors.
- We understand that it is our responsibility to create a positive atmosphere through positive conversations, affirmations, kindness, empathy, and compassion.
- We understand that passive-aggressive, indifferent or combative behavior toward each other encourages a negative atmosphere within the Dimensions Family.
- We understand that only in the most extreme and/or repeat offense cases will Dimensions take any adverse action against a Dimensions Family member. When the majority of us adhere to the code of conduct, most challenges can be overcome without distracting Dimensions from their core purpose of teaching dance.
- We understand that if we do not agree with this Code of Conduct, it just means Dimensions is not the right fit. Finding a place that does fit with your conduct should be your goal, rather than trying to change Dimensions.