



SANDSTONE CARE

OUR MISSION:

Inspire and empower change

OUR CORE VALUES:

Ridiculously Service Oriented

Integrity

Partnership

Courage

Passion

Accessibility

Sandstone Care is a young, growing organization. We were founded in 2015, and we operate with a startup mindset. This means we are a progressive and fast-paced organization that is committed to providing cutting edge, evidence-based services. We have learned a lot about what NOT to do, but it's often even more difficult to figure out exactly what TO DO so we strive to continually make progress and learn from our mistakes. We are striving for Progress not Perfection - this is a lot easier said than done and requires us to look introspectively, reflect, and learn from our experiences.

Our growth from one intensive outpatient program to a full continuum of care with multiple locations across Colorado and Maryland has been challenging and rewarding. Here is transparently what it's like to work here. Please take the time to review this document because if our culture is not a good fit for you, it won't be for us either. Life is too short, we wish you the best in finding an organization that culturally aligns with your values, hopefully that is us!

Qualities of People Who Align with the Culture at Sandstone Care:

People who have the courage and willingness to do their own work, looking internally and growing in the process. Many of our employees describe working at Sandstone as the hardest yet most rewarding job they've had.

Here are some of the things they say:

"This place is surprisingly transparent, you have to learn to get comfortable with that, or you'll be very uncomfortable working here." – Aligns with our Core Value of Integrity

"You have to own your mistakes and be open to feedback." Aligns with our Core Value of Courage

"I have learned to ask for help and let the team support me." Aligns with our Core Value of Partnership

"You've got to be humble and diplomatic. We're all making mistakes, so giving and receiving feedback well is key." Aligns with our Core Value of Courage and Integrity

“I can honestly say I love what we do, and love being involved in a company that allows growth and prosperity through trial and error.” Aligns with our Core Value of Passion

“You will never have to worry about not having anything to do, but you will have to work on how to prioritize and focus on the right things to do that have the highest impact for our clients.” Aligns with our top Core Value of being Ridiculously Service Oriented.

“There are some days that I ask myself if I’m cut out for my role and the responsibilities that come with the role, but at the end of the day, I love a challenge and the harder the path is, the more rewarding it will be when we get there.” This speaks to the growth mindset required to Inspire and Empower Change.

One of the main qualities we’ve boiled this down to is having a growth mindset. If you’re able to face challenges as opportunities for learning and growth, you’ll be successful.

Qualities of people who DO NOT Align with the Culture at Sandstone Care:

Having all the answers: No one has all the answers – we have team members with 30+ years across all types of organizations, but no one has all the answers. We are here to learn and grow together as a team because that’s what allows us to be Ridiculously Service-Oriented.

Complaining without offering a solution. This does not align with our Partnership Core Value.

Gossip is one of the fastest ways to drag down any positive culture, so we try to address things directly, however uncomfortable that may be. This does not align with our Integrity Core Value.

I just want a job: If you just want to show up, do your job, get paid and go home so that you can focus on the other aspects of your life, then you will likely not align with the culture and you’ll likely be miserable here. Our work at Sandstone helps provide meaning to our life and should result in harmony with our personal life. We strive for a work-life harmony, not necessarily a work-life balance. We are a family and we support each other as such and believe the work-life relationship is circular in that positive work life fuels positive home life and vice versa. This is part of one of our core values – This does not align with our Passion Core Value.

I know how to do that: We intentionally do things differently than most organizations, so if you are attached to the way you’ve always done things or want a policy & procedure for everything you do, you will likely get frustrated working with us as we continue to strive to adapt and evolve in our ever changing environment. -This does not align with our Courage, Integrity, or Partnership Core Values.

I like to live in comfort: We live in the yellow to red zone, that’s where learning and growth occurs. If you are looking to live in the green in a place of comfort, this probably will not be a great fit. This does not align with our Courage Core Value.