

# WORTH BEYOND NUMBERS FRAMEWORK

*A simple guide for museum professionals*

## IDENTITY

**I show up as someone who...**

Write 2–3 statements about the lived experience, cultural knowledge, strengths, and personal qualities you bring to your work.

**Examples:**

- I show up as someone who builds trust quickly
- I show up as someone who brings cultural understanding to visitor interactions
- I show up as someone who creates calm in stressful moments

**Your Identity:**

## IMPACT

**I make a difference by...**

Name the visible and invisible ways your presence affects visitors, colleagues, and the museum environment.

**Examples:**

- I make a difference by de-escalating tense situations
- I make a difference by helping visitors feel welcome and seen
- I make a difference by supporting colleagues emotionally and relationally

**Your Impact:**

## SUSTAINABILITY

**I sustain my work through...**

Identify the boundaries, practices, and supports that protect your long-term capacity.

**Examples:**

- I sustain my work through taking recovery time after heavy emotional labor

- I sustain my work through clear communication and boundaries
- I sustain my work through asking for support when needed

**Your Sustainability Practices:**

**DAILY REMINDER**

Your work transforms communities.

Your worth is not measured by numbers.

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