

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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