



Core Human Values in the Workplace

The way we conduct ourselves and the quality of our interactions is fundamental to our success as an institution of higher learning. Striving to be a place that is inclusive and welcoming for everyone means we all play a role in shaping our success.

Values that support our work:

1. **Integrity** – Fulfilling promises, following through on our commitments, being dependable, holding ourselves and others accountable, having consistency in our words and actions, having clear intentions and being aware of our own agendas, being transparent about our goals, motives, and decision-making processes
2. **Respect** – Demonstrating positive regard for others, showing good will and consideration of others, valuing individuals and crediting them for their contributions, treating others as valuable and worthy
3. **Openness** – Being authentically interested in understanding the attitudes, views, and motives of others, embracing that there are many ways to get to the same goal, understanding that different people need different things, practicing cultural humility through self-reflection and an awareness of our tendency to overvalue a certain way of doing things
4. **Communication** – Making room for missteps and committing to repair, approaching conflict with curiosity and empathy, offering others the benefit of doubt, seeking clarity around differences in perspective, giving and receiving productive feedback, speaking from our own experience and perspective rather than generalizing in ways that excludes people with a different vantage point
5. **Inquiry** – Recognizing that mistakes often lead to positive results, examining what constitutes the “right way” of doing something, acknowledging that many standards of doing are arbitrary and unexamined, recognize our limits of “knowing” and our internalized assumptions, examining where we are having unintended outcomes, recognizing that we cannot be truly objective, seeking input from those who may be impacted by our work, not mistaking excellence for perfection