

The Core Principles of the Signum University Workplace

The Core Principles of the Signum University workplace are:

1. We care about people.
2. We stick together.
3. We preserve an open and welcoming community.
4. We seek opportunities.
5. We overcome obstacles.

We care about people.	
<i>We do ...</i>	<i>We do not ...</i>
take an interest in people for their own sakes.	treat people merely as resources, or as units in a category.
support and encourage one another.	belittle people or withhold praise.
extend trust and embrace resolution of conflicts.	assume the worst and harbor grudges.
strive for maximum clarity in communicating our expectations.	leave expectations ambiguous by relying on implications and indirect statements.

We stick together.	
<i>We do ...</i>	<i>We do not ...</i>
work towards the success of our whole institution, and the achievement of our collective goals.	prioritize our own success, or even the programs in which we are involved, over the success of the whole institution.
seek the success and support the work of other people, knowing that their success is your success.	disparage or devalue the work of others.

make criticisms of people privately and appropriately, directed to the people who have the ability to address the issues.	make criticisms of people in public or addressed to people who can do nothing about it.
confront with compassion, in the spirit of friendship.	accuse without giving a chance for explanation.
strive for resolution of conflicts and constructive working relationships.	perpetuate feuds or quarrels.
give people the benefit of the doubt.	assume we know all the facts.

We preserve an open and welcoming community.	
<i>We do ...</i>	<i>We do not ...</i>
keep an open mind and encourage curiosity.	establish a canon of “correct” beliefs and dismiss perspectives that do not conform.
listen to those who come from different perspectives with respect.	shame and suppress the voices of those whose background or values are different from ours.
pursue intellectual rigor with honesty.	allow external social pressures to direct inquiry and discussion.
accept people as people, knowing that no one is perfect.	label people in order to reject them.

We seek opportunities.	
<i>We do ...</i>	<i>We do not ...</i>
use creativity to find and recommend new ways to achieve our institutional goals.	sit passively and say nothing while opportunity passes us by.
remain willing to challenge the status quo.	follow established practices without question.
remember the vision and what we are working to accomplish.	mindlessly perform tasks without thinking about the big picture.
remember our limits, and ask for help when we need it.	compromise our physical or mental health and personal relationships through overwork.

We overcome obstacles.

<i>We do ...</i>	<i>We do not ...</i>
apply our creativity to identifying solutions.	allow ourselves to focus only on problems or risks.
confront the facts of our current reality.	avoid discussing potential problems.
maintain a constructive approach even when facing challenges.	spread discouragement in the face of difficulties.
take responsibility for our mistakes, regardless of circumstances.	hide failures or let circumstances provide excuses.