Office for Research

**Proposed Values**

*Psychological Safety, Autonomy, and Empowerment OR Implementation Team (PSAE)*
Psychological Safety, Autonomy, and Empowerment

Implementation Team

• Beth Irwin
• Claire Landis
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• Jen Zhou
• Julie Cowan
• Matthew Herrera
• Nathalia Henry
• Sean Perry
• Theo Downs

Leadership Champions

• Ann Adams
• Rex Chisholm
• Rich D’Aquila
• Fruma Yehiely
Background

The Implementation team was formed to establish values to address the Action Team’s Key Findings

1. High Tolerance for Poor Behaviors and Lack of Accountability
2. Lack of System or Requirements to Ensure Training of Management and Staff
3. Issues with the Hierarchical Structure of Office for Research
Proposed Values

- **Empathy**: We understand the importance of empathy, treating each other with dignity and respect.

- **Ownership**: We take ownership by keeping our commitments, actively participating, and holding ourselves accountable to be honest, sincere, and fair.

- **Community**: We embrace community, building and nurturing relationships within and outside OR, empowering one another to grow, learn, and excel.
Proposed Values

We work to ensure **Fairness**, building processes and systems that are transparent and equitable, embracing the highest ethical standards.

We encourage **Creativity**, empowering innovative solutions, and promoting responsible risk-taking and autonomy.
What’s Next?
Values

Feedback

Learning
Collaboration
Accountability
Psychological Safety, Empowerment, and Autonomy Implementation Team

Our Implementation Team is excited to announce the creation of Five Proposed OR Values.

Please help us navigate this important initiative by providing your feedback below.

FIVE PROPOSED OR VALUES

- We understand the importance of Empathy, treating each other with dignity and respect.
- We take Ownership by keeping our commitments, actively participating, and holding ourselves accountable to be honest, sincere, and fair.
- We embrace Community, building and nurturing relationships within and outside OR, empowering one another to grow, learn, and excel.
- We work to ensure Fairness, building processes and systems that are transparent and equitable, embracing the highest ethical standards.
- We encourage Creativity, seeking innovative solutions and methods in all we do, encouraging responsible risk-taking and autonomy, and supporting each other in the quest for continuous improvement.

We will use your feedback to establish robust, universally applicable training and learning curricula in support of these OR values.

Please Provide Your Feedback!
- Visit Our Website

Access the Short Survey: