



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
- Esrea Perez-Bill
- Jen Zhou
- Julie Cowan
- Matthew Herrera
- Nathalia Henry
- Sean Perry
- Theo Downs

Leadership Champions

- Ann Adams
- Rex Chisholm
- Rich D'Aquila
- Fruma Yehiely

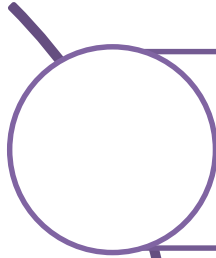
Background

The Implementation team was formed to establish values to address the Action Team's

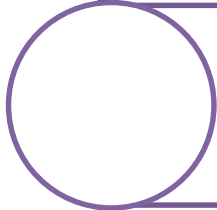
Key Findings

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

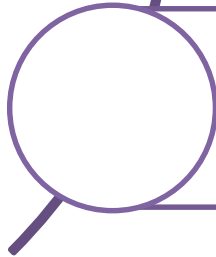
Proposed Values



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

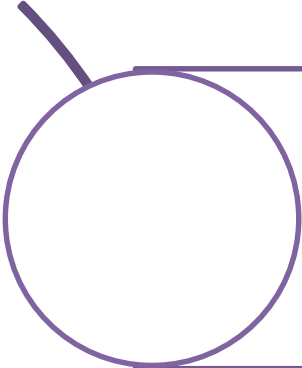


We take **Ownership** by keeping our commitments, actively participating, and holding ourselves accountable to be honest, sincere, and fair.



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

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.

GIVE YOUR FEEDBACK
HERE >

Responses will
be completely
anonymous.

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:

- <https://bit.ly/336kV9E>