

Desired Behavior

An open, socially safe, encouraging and inclusive learning and working environment is an environment in which:

People are not afraid to **speak up**, even if they have a **different opinion** or if their **boundaries are crossed** (*honest*).

It is normal to ask **questions** (*learning, involved, working together*).

People **listen** to each other without judgment and **with a curious and open attitude** (*involved, driven, working together*).

There is room to **try new things and learn from mistakes** (*innovate, learn*).

You are explicitly **valued** (*gives confidence*).

You **address** each other in a respectful manner on behavior and emotions (*taking responsibility, working together*).

there is sufficient time to take a step back and **reflect** (*innovate, learn*).

NB The words printed in italics are mentioned in our UMC Utrecht values and principles and form the basis for our behavior.

THIS IS US