



UNIVERSITY  
OF TURKU

# TSE.

# A Great Place to Think Ahead

## Values of Turku School of Economics

Our common values are **ethicity, criticality, creativity, openness and communality**. These are the cornerstones of good and dedicated academic work. At the same time, they are basic virtues essential to all of our activities. Values guide us; they have an impact both on our individual choices and on making the School a great place in which to think ahead.

Values concern each and everyone working in the TSE community; only by following them can we become as good as our word.



# Ethicality

## What is it?

**Ethicality** defines all of our activities, based on making fair and responsible decisions. In both research and other activities, our staff and students follow the principles of high professional ethics and good scientific practice.



## Supports ethicality

- + responsibility for one's own and common actions
- + trust and commitment to common concerns
- + transparency in decision making and evaluation
- + listening to each other honestly, showing tolerance to others
- + environmental friendliness

## Destroys ethicality

- self-seeking behaviour
- too much focus on competitiveness
- violating confidence and trust
- underrating others
- plagiarism and freeloading



# Criticality



## What is it?

**Criticality** is the foundation of a scientific culture. It means aiming at the truth by questioning certainties and engaging in high-quality research. Genuine criticality leads to high quality and reliability.



## Supports criticality

- + open atmosphere for discussion
- + ability to give and take constructive criticism
- + healthy questioning
- + willingness to ask, give and take feedback
- + 'anything can be improved' –mentality

## Destroys criticality

- status quo –mentality: 'things have always been done this way'
- excessive respect for authorities
- non-constructive criticism and discussions
- unhealthy competition
- some people and things are exempt from criticism



# Creativity

## What is it?

Our operations are based on seeking new knowledge and new meanings, as well as their further dissemination. Creativity means the ability to see and do things in a new way, so that the individual or community both benefits and derives intellectual satisfaction from what it does and is ready to encounter new challenges.



A woman with long brown hair is looking down at a document, smiling slightly. A man is partially visible on the left, also looking at the document. They are in a bright room with a window in the background.

## Supports creativity

- + boosting creativity and giving license to try new things
- + motivation to collaborate with new and diverse people
- + curiosity and active searching, opportunities to create something new jointly with others
- + the courage and opportunities needed for trying new things
- + you are allowed to make mistakes in the hope that you learn from them

## Destroys creativity

- ready-made answers, memorising facts is enough, excessive worship of rules
- adherence to traditions and routines, change resistance, inflexible structures and manners
- idea killing and cynicism, mistakes are not accepted
- performance orientation, no time and space is left for unorthodox thinking
- self-satisfaction and underrating of others

# Openness



## What is it?

**Openness is manifested as an open operational culture and scientific freedom from prejudice: we are open to different scientific viewpoints, research approaches and unexpected results. Openness also means commitment to communicating new knowledge and interaction with the society around us.**





## Supports openness

- + open feedback in both directions
- + raising concerns and willingness to confront problematic issues
- + transparent decision making
- + active participation in dialogue with a variety of people
- + accepting and valuing differences and diversity

## Destroys openness

- withholding and hiding information from others, information is used as an instrument of power
- communication only for and within circles of insiders and cliques
- only some persons' opinions matter
- borders, no interest in external issues, 'not invented here' mentality
- lack of information and communication

# Communality

A group of young people, including a man in the foreground and several women behind him, are smiling and holding boxes of Choco BITE. They are standing in front of a building with the name 'TURUN YLIOPISTO' visible. A large coffee pot is on the ground in the foreground.

## What is it?

The main themes of **communality** are trust, participation, commitment, motivation and closeness. Amidst pressure for change, it is crucial that the entire community commits to our activities. At the same time, it is important to understand the meaning of balance between work and private life – in one's own case and that of others.



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## Supports communality

- + feeling of togetherness, commitment to common goals
- + knowing each other, building trust
- + creating a supportive atmosphere, an 'it is ok to have fun at work' mentality
- + exploring new ideas together, invite different parties to join in the action
- + everybody is involved in common events and discussions, no-one is left out

## Destroys communality

- 'me-me' mentality, egoism, no joint responsibility
- incessant internal competition
- in-groups and cliques, confrontations
- unequal treatment
- isolating oneself from the community, unwillingness to interact with others



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This Value Booklet is based on  
the results of a TSE staff-student  
workshop.



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