

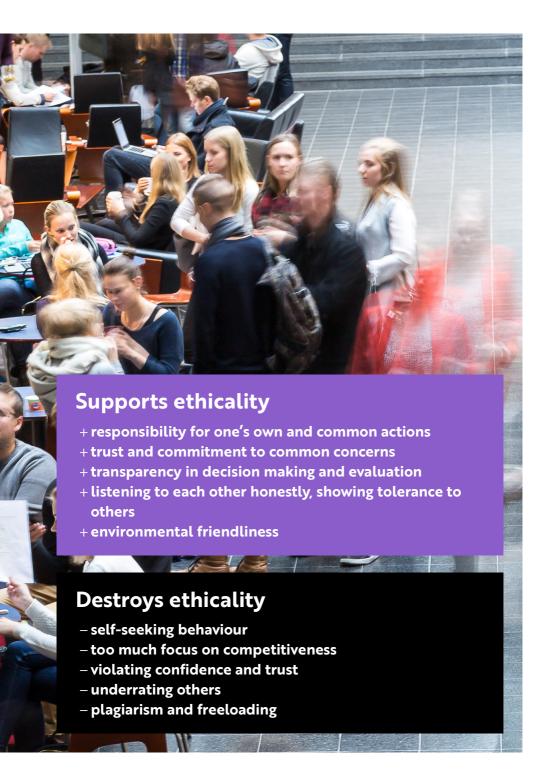
# TSE. A Great Place to Think Ahead

### **Values of Turku School of Economics**

Our common values are ethicality, 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.









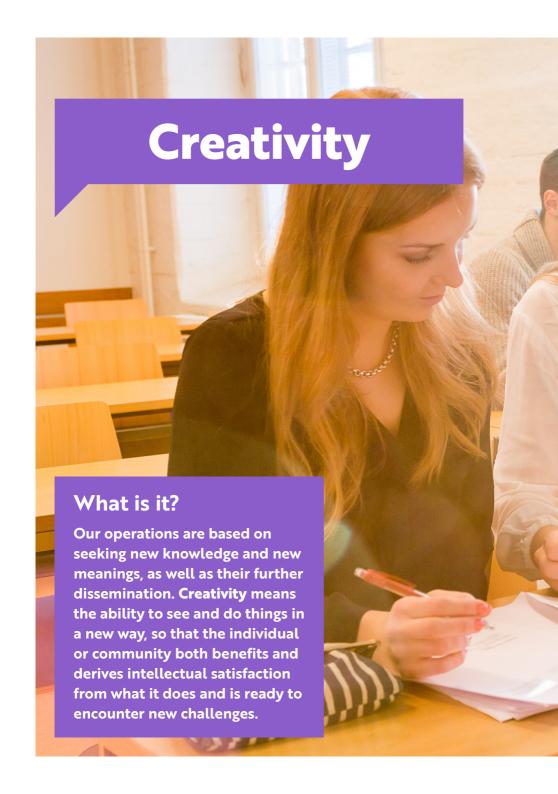


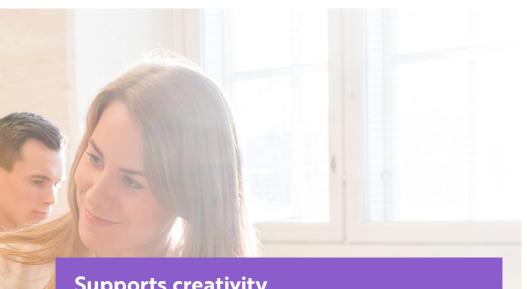
## **Supports criticality**

- + 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



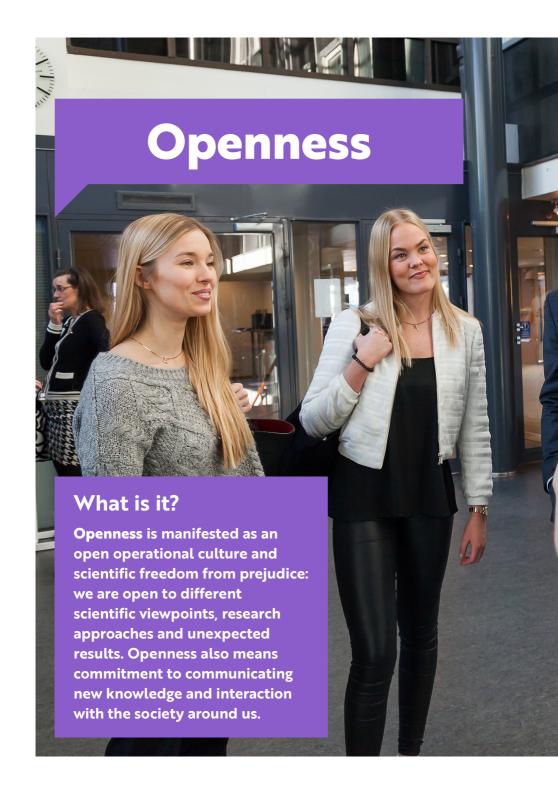


### Supports creativity

- + 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



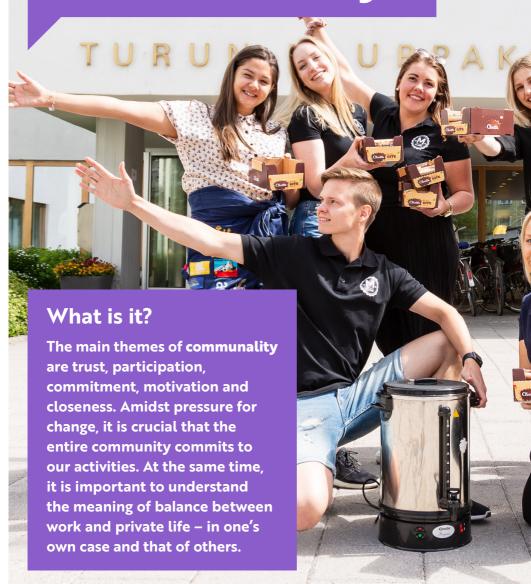


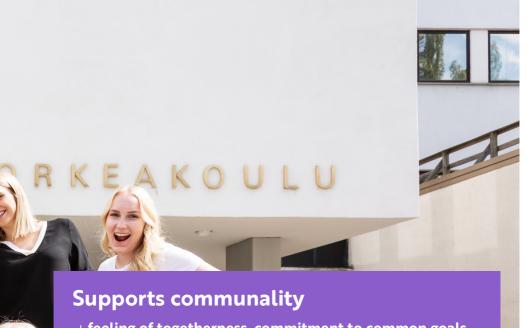
- + raising concerns and willingness to confront problematic issues
- + transparent decision making
- + active participation in dialogue with a variety of people
- + accepting and valuing differences and diversity

### **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







- + 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

# TSE. A Great Place to Think Ahead

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

