### Deliberating Results While Living Our Core Values: What it means to you and to UNICEF

**At the heart of working for UNICEF is our passion and commitment to our mission – realizing the rights of every child. How we work together to deliver results for children cannot be separated from the results themselves.**

As an organization that champions the rights of children globally, we as UNICEF colleagues must also champion the same standards for ourselves.

We must work to ensure an inclusive workplace where we respect, enable and empower each other to do our best for the world’s children. This vision applies to all our teams and offices around the world, including those in virtual and hybrid working environments. The UNICEF core values of care, respect, integrity, trust and accountability, together with the updated competency framework, provide a guide for our behaviours in our daily interactions with each other and ensures that we abide by the UN/ICSC Standards of Conduct and the UN Oath of Office.

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## CARE

We are mindful of each other’s well-being, professional growth, and development.

- **We recognize that our staff are often working in stressful environments where insecurity and risk are a daily fact of life.**

## RESPECT

We treat each other with the same level of thoughtfulness we want for ourselves, and we promote diversity, inclusion and a sense of belonging for all.

- **We demonstrate appropriate ethical behaviours.**
- **I encourage others to contribute ideas and listen without interruption.**
- **We act ethically, with honesty and transparency, setting the highest standards for ourselves as we work together and with partners, donors and the global community.**

## INTEGRITY

We act ethically, with honesty and transparency, setting the highest standards for ourselves as we work together and with partners, donors and the global community.

- **I demonstrate appropriate ethical behaviours.**
- **I acknowledge the different points of view expressed by my colleagues, even if I do not agree with them.**
- **What UNICEF expects to see from you as a staff member**
  - I support my colleagues in achieving their goals.
  - I make myself available to help my colleagues.
  - I am sensitive to the well-being of my colleagues and offer support as appropriate.
  - I voice my opinions in a truthful and respectful manner.

## TRUST

We depend on and believe in each other to act in line with the core values and mission of UNICEF and in the best interests of children.

- **I plan and take ownership for delivering tasks with minimal supervision and do not create unnecessary work for others.**
- **I take responsibility for my decisions and the consequences of my mistakes, without passing blame to others.**
- **I respond with flexibility to changing circumstances, priorities and deadlines.**

## ACCOUNTABILITY

We hold ourselves and each other responsible for our behaviours; this means being answerable for our actions.

- **I plan and take ownership for delivering tasks with minimal supervision and do not create unnecessary work for others.**
- **I provide vision and direction to guide my team to achieve the desired impact.**
- **I provide support to address issues and ask for feedback in return.**

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<thead>
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<td>• I am open to receiving constructive feedback and I seek to provide the same.</td>
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<td>• I sensitively address issues, conflicts and misunderstandings between myself and others.</td>
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<td>• I am sensitive to the well-being of my colleagues and offer support as appropriate.</td>
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**VALUES CHARTER**

**UNICEF’s Values Charter**

- **For our actions.**
- **Means being answerable for our behaviours; this applies to each other responsible for our decisions and the consequences of my mistakes, without passing blame to others.**
- **We promote a culture of providing honest, fair, and open communication.**
- **We recognize that every child has the right to be treated with dignity and respect.**
- **We ensure that all our teams and offices around the world, including those in virtual and hybrid working environments, adhere to the core values.**
- **We foster a learning environment where we can learn from conflict and misunderstanding.**
- **We hold team managers accountable for resolving conflicts and misunderstanding in their teams.**
- **We promote a culture where we can learn from conflict and disagreement.**
- **We foster a collaborative working environment where we can learn from conflict and misunderstanding.**
- **We encourage open, productive dialogue and enable the sharing of successes and failures.**