ART OF ENGAGEMENT

1. CONTRIBUTE TO THE ACADEMIC COMMUNITY.
   - Balance your professional responsibility and your VU responsibility.
   - Commit to collective agreements (apply or explain).
   - Practice and preach our mission.

2. HAVE THE COURAGE TO MAKE DECISIONS.
   - Focus on clear decisions and ownership.
   - Convey decisions and take personal responsibility.
   - Trust in others and give them scope for implementation.

3. BE TRANSPARENT AND CLEAR.
   - Be trustworthy and take different interests into account.
   - Make information as accessible as possible.
   - Write and speak concisely, clearly and constructively.

4. LISTEN AND PROVIDE SCOPE FOR GROWTH.
   - Listen carefully to others’ intention.
   - Create a healthy working environment, foster diversity and prevent harassment and bullying.
   - Use regular feedback when working with others.