

EMPOWERING HHMI VALUES: A GUIDE TO MEANINGFUL AFFIRMATIONS

Our HHMI Values aren't abstract ideals; they come to life each day through our actions in the workplace. Celebrating these values in action and affirming them in real time cultivates a powerful culture of appreciation.

Affirmations, provided fairly and promptly, empower us to recognize our strengths and influence our actions in a positive way. Whether you are a manager commending a team member or a colleague appreciating another, giving affirmation is a powerful tool to reinforce the positive aspects of our work. Embrace this practice to illuminate the benefits of our shared values. Here are some examples of affirmations that spotlight our HHMI Values in action to inspire your recognition of them in your interactions.

A quick reminder: these affirmations should be given authentically and timely, acting not only as recognition but as reinforcement of the behaviors we aspire to embody collectively.

VALUES & CORRESPONDING AFFIRMATIONS

EXCELLENCE

- ☐ "Your attention to detail has led to remarkable outcomes. This highlights our value of excellence perfectly."
- ☐ "The quality of your work is outstanding, a true testament to our value of excellence."
- ☐ "Your relentless focus on maintaining the highest standards is inspiring. You are a role model when it comes to the HHMI Value of excellence."



COLLABORATION

- ☐ "The way you consistently foster teamwork is essential to our success and reflects our value of collaboration."
- ☐ "Your knack for building bridges between team members really demonstrates our value of collaboration."
- ☐ "Your readiness to support your colleagues, truly embodies our value of collaboration."



INNOVATION

- ☐ "Your creative solutions have really made a big difference and reflect our value of innovation."
- ☐ "Your outside-the-box thinking is a significant asset to our team, highlighting our value of innovation."
- ☐ "Your willingness to push boundaries truly exemplifies our value of innovation."



INTEGRITY

- ☐ "Your unwavering commitment to our team's goals exemplifies our value of integrity."
- ☐ "Your focus on maintaining trust with others, even in difficult situations, is a testament to our value of integrity."
- ☐ "Your willingness to acknowledge when something has gone wrong really highlights the HHMI Value of integrity."



INCLUSION

- ☐ "Your empathetic approach towards everyone's ideas creates an inclusive atmosphere. This really highlights our value of inclusion."
- ☐ "I appreciate your dedication to fostering a real sense of belonging on our team and it really promotes with our value of inclusion."
- ☐ "Your efforts to ensure everyone feels seen and heard underscores our value of inclusion."



DEVELOPING OTHERS

- ☐ "Your commitment to mentoring team members reflects our value of developing others."
- ☐ "Your proactivity in helping others learn is an excellent example of our value of developing others."
- ☐ "Your active involvement in orienting new team members really showcases our value of developing others."

