

# Henrik L. Schou-Pedersen

## My Leadership Values

### Integrity

#### *Do:*

- what I say I will do
- even when no-one is looking
- hold myself to the same or higher standards as I expect of others

#### *Do not:*

- lie or cheat
- promote only the principles which benefit me
- brag or embellish the truth

### Trust

#### *Do:*

- communicate clearly
- state intentions and expectations
- seek cooperation

#### *Do not:*

- pursue a hidden agenda
- play politics, manipulation, favoritism, rivalry etc.
- sabotage or counteract others behind their back

### Reason

#### *Do:*

- focus on facts
- be aware of psychological biases
- question assumptions

#### *Do not:*

- act on instinct, prejudice, bias or impulse
- bring personal views to work
- go for the person instead of the ball

### Serenity

#### *Do:*

- stay calm
- change what I can, accept what I cannot
- use problems as opportunities

#### *Do not:*

- agitate trouble
- speak in anger or resentment
- complain about things that have happened or decisions already made

## Kindness

*Do:*

- help others
- accept differences and disagreements
- assume others have good intentions

*Do not:*

- ridicule, belittle or attack others
- hold grudges
- argue for the sake of winning

## Curiosity

*Do:*

- embrace change
- question my assumptions
- always keep learning

*Do not:*

- reject other perspectives
- seek the one conclusive truth
- defend the status quo

## Creativity

*Do:*

- encourage ideas
- encourage innovation
- question established truth

*Do not:*

- reject ideas for being too abstract or impractical
- seek conformity for its own sake
- interpret and enforce rules rigidly