

# OUR CORE VALUES AND OPERATING PRINCIPLES

## Love to Make a Difference:

- Aspire to make a difference in the lives of the ASTRO community.
- Believe in ASTRO's mission and understand our individual roles in achieving it.
- Identify, measure and celebrate "our" impact.
- Be generous with our time, knowledge and talents.
- Advocate member volunteerism and strive to enhance their experience with ASTRO.
- Collaborate with others whose values and goals align with ASTRO's.

## Be Committed to ASTRO Members:

- Provide outstanding member service and exhibit professional behavior.
- Raise awareness of radiation oncology as one of the primary treatments for cancer.
- Understand your role at ASTRO, how it supports our members and how it impacts our mission.
- Anticipate member needs and proactively develop programs and processes to support them.
- Provide employees with the necessary tools and resources to understand the mission of ASTRO and familiarize them with our members' work.

## Strive for Excellence:

- Take initiative: be bold and lead the way.
- Proactively look for ways to collaborate with others to produce high quality work.
- Seek opportunities for improvement and set ambitious goals.
- Exceed expectations and inspire others to do the same.
- Take risks and learn from your experiences.
- Maintain a positive mindset.

## Never Compromise Our Credibility:

- Become an expert: acknowledge what we don't know, acquire the information and follow through.
- Provide the correct information to the right audience at the appropriate time.
- Make transparent, evidence-based decisions while acknowledging uncertainty and other viewpoints.
- Question actions or statements inconsistent with our values and mission.
- Be genuine and reliable in your service.
- Identify, disclose and manage competing interests and be open to possible compromise.
- Prioritize ASTRO's mission over individual and constituency group agendas.
- Set realistic expectations and deliver on commitments.

## Demonstrate Leadership:

- Initiate action and encourage team members to do the same.
- Inspire innovation by prompting and brainstorming new ideas with others.
- Question assumptions and make tough decisions when necessary.
- Communicate proactively by sharing context so that those involved can be empowered to proceed; close the loop, and seek, as well as give, constructive feedback.
- Act from the perspective of mutual trust and respect by communicating openly and directly.
- Practice accountability, set high standards and take responsibility for mistakes.