

WHAT DO OUR VALUES MEAN?

Collaboration

1. To act as part of a team.

Everyone has an important role to play and we help each other to succeed together.

2. To involve those who are needed when they are needed and add value.

We collaborate with children, members, partners, colleagues in Sweden and globally to reach further together.

3. To alternate between leading and following.

We dare to go first sometimes, we demonstrate trust in others and accept that we do not always have to be involved.

4. To actively include different competencies and perspectives.

To benefit from our diversity and our differences.

5. To assume that everyone has good intentions.

We make an effort to listen and understand each other.

We respect and value each other, thrive on our diversity, and work with partners to leverage our global strength in making a difference for children.

Creativity

6. To adjust to a changing world.

By being receptive and adjusting to a world in constant change we make sure we stay relevant today and tomorrow.

7. To actively improve how we do things.

With the courage to test new ways and risk failure.

8. To learn from and share mistakes.

We learn from what has not turned out as planned and share our lessons learned with others.

9. To be curious.

We are innovative and dare to come up with new ideas, both big and small.

We are open to new ideas, embrace change, and take disciplined risks to develop sustainable solutions for and with children.



WHAT DO OUR VALUES MEAN?

Accountability

10. To involve children and youth.

We seek their important perspectives and opinions.

11. To make sure the individual corresponds with the collective.

Each and everyone make sure that their work and priorities correspond with our collective goals.

12. To be able to change focus when needed.

When necessary, be able to change or stop doing some things, to redirect our commitment where it has more effect.

13. To be a good role model.

By giving direction and room for manoeuvre, others are given the opportunity to solve tasks in a manner best suited to the situation.

14. To be constructive.

We make an effort to be constructive and together find solutions when we see problems.

15. To not make things difficult.

We do things as easily and smoothly as possible for each other.

We take personal responsibility for using our resources efficiently, achieving measurable results, and being accountable to supporters, partners and, most of all, children.

Ambition

16. To direct focus on what has the most effect.

We focus on what makes the most difference rather than doing everything perfectly.

17. To set goals that are ambitious and realistic.

That way we make sure that we can deliver all the way.

18. To dare to act despite uncertainty.

We dare to act even when we do not have all the steps figured out.

19. To develop ourselves and others.

We learn new things and give and receive feedback in a nice way.

We are demanding of ourselves and our colleagues, set high goals and are committed to improving the quality of everything we do for children.

Integrity

20. To create safety for children and adults.

We do everything in our power to ensure that our work is safe for children and adults.

21. To have the courage to stand up for our values.

We dare to act and stand up for our values and guidelines.

22. To act in a way we can be proud of.

We can always be transparent in everything we do.

23. To promote diversity and inclusiveness.

Obviously, we also have zero tolerance to discrimination and harassment.

We aspire to live to the highest standards of personal honesty and behaviour; we never compromise our reputation and always act in the best interests of children.