

THE NHH CULTURE

The NHH way

At NHH we care about each other

This means that:

- We are responsible for improving the daily lives of those around us and our own.
- We approach both friends and strangers with respect, understanding and care.
- We smile at each other and dare to share both ups and downs.

At NHH we dare to challenge each other and we engage to the best of our community

This means that:

- Each person has a right and a responsibility to speak up.
- We dare to challenge the norm to promote positive change.
- We are constructive and honest in debates and feedback.

At NHH we include everyone and cherish diversity

This means that:

- We dare to be different.
- We are interested and curious to learn new things from people with different backgrounds.
- We have zero tolerance for discrimination.

At NHH we are generous with each other

This means that:

- We are happy about the success and progress of others, and are generous with praise and recognition.
- It is ok to be ambitious, to be successful – and to fail.

At NHH we have zero tolerance for harassment

This means that:

- We all contribute to make everyone feel safe.
- We respect each other's boundaries (including alcohol, drugs and intimacy), and ask instead of assuming.
- We stand up for each other and report all bullying and harassment, whether it concerns ourselves or a colleague.

At NHH we do not hide behind anonymity to criticize

This means that:

- We dare to stand up for our opinions and debate in open forums.
- We conduct an open, knowledge-based and constructive debate.
- We do not bully others on social media.

At NHH we dare to fail

This means that:

- We dare to be vulnerable.
- We challenge our comfort zone and do not take ourselves too seriously.
- We learn from our mistakes.

At NHH we are curious and want to learn

This means that:

- We are committed to good cooperation, and to learning from each other.
- We respect each other when working together and we make each other better.
- We help and share to achieve a good working environment.

At NHH we contribute to the community around us

This means that:

- Our NHH values also apply in society, locally and globally.
- We are good neighbors and citizens.
- We contribute to positive change locally and globally.