**WIPO CORE VALUES**

WIPO’s mission is to lead the development of a balanced and effective international intellectual property system that enables innovation and creativity for the benefit of all.

As WIPO staff, we have been entrusted by our Member States with the critical work of implementing this important undertaking. While we come from all corners of the world, we share elemental core values that are critical for our common success. These four core values represent the principles that unite us and define WHO WE ARE.

It’s a set of desired behaviors—organizational competencies—provide clear guidance on how we can best express our core values in our daily activities. These organizational competencies describe HOW WE WORK.

Together, these core values and organizational competencies are integrated into our activities at all levels. They have been developed in close collaboration with the WIPO staff and are designed to provide a framework for how we may advance together to meet our common goal: An efficient, professional International Organization in the service of a global public that is counting on our achievements.

**COMMUNICATING EFFECTIVELY**

Speak and write clearly, listen actively and use appropriate language and communication channels to deliver the content with the intended impact. Share ideas, knowledge and information within and outside of WIPO.

**Effective behaviors:**
- Speak and write directly, simply and clearly, in a structured, logical and efficient way.
- Encourage others to share their views; take time to understand and consider these views.
- Select language, tone, style, and format to meet the needs of the audience. Confirm understanding of information conveyed.
- Keep others informed of relevant issues and proactively share knowledge and expertise.

**SHOWING TEAM SPIRIT**

Value the contribution of others to achieve results. Collaborate with others and strive for agreement on shared knowledge and information within and outside of WIPO.

**Effective behaviors:**
- Support and act in accordance with team decisions, even when such decisions may not entirely reflect your position.
- Address conflict before it escalates. Seek and remain open to constructive resolutions to conflict.

**PRODUCING RESULTS**

Produce high-quality results in conformity with needs to the highest standards of organizational delivery.

**Effective behaviors:**
- Take ownership of your responsibilities and operate in compliance with organizational rules and regulations.
- Proactively plan and adjust priority activities to accomplish objectives.
- Allocate an appropriate amount of time and resources for completing work. Use time efficiently.
- Deliver outputs within agreed costs, quality and time.
- Remain calm, self-composed and patient in stressful situations.

**DEMONSTRATING INTEGRITY**

Demonstrate the highest standard of conduct in compliance with WIPO’s legal and ethical standards and practices. Demonstrate commitment to WIPO and its mission.

**Effective behaviors:**
- Behave in accordance with WIPO’s professional, ethical and legal frameworks.
- Act without consideration of personal gain. Use authority appropriately and treat people fairly and without bias.
- Demonstrate consistency between expressed principles and your actions. Deliver on promises. Set an example for others.
- Maintain confidentiality and treat sensitive information with discretion.

**VALUING DIVERSITY**

Treat all people with fairness, dignity and respect.

**Effective behaviors:**
- Work effectively with people of different cultures, gender or backgrounds.
- Treat men and women equally.
- Consider issues from the perspective of others and welcome their contributions.
- Reflect on your behavior to avoid biases and stereotypical responses.

**SHAPING THE FUTURE**

Seek to understand how your work fits within the wider organizational context. Bear in mind the overall purpose while undertaking the immediate tasks at hand.

**Seeking change and innovation**

- Remain agile and adapt to changing organizational requirements. Challenge outdated assumptions in the pursuit of new, creative and innovative solutions.

**Effective behaviors:**
- Demonstrate willingness to change ideas or perceived benefits based on new information.
- Adapt quickly to changing circumstances. Respond with agility and resilience to new requirements.
- Challenge outdated assumptions and processes; create new, creative ideas and solutions.
- Take measured risks and learn from failure.

**DEVELOPING YOURSELF AND OTHERS**

Make a deliberate effort to continuously improve competencies, knowledge and skills. Embrace new technologies. Support others in their development.

**Effective behaviors:**
- Proactively manage your professional development, identify learning needs and discuss those with supervisor.
- Stay abreast of current developments in area of expertise and seek to continuously expand your competencies, knowledge and skills.
- Learn from experience; treat mistakes as an opportunity to improve. Seek and accept feedback from others and show openness to improve way of working.
- Understand and master relevant technology in the work context.
- Contribute to the learning and development of colleagues.