

IAAO WORKPLACE CULTURE VALUES



TRANSPARENCY

INTEGRITY



DIVERSITY

EQUITY



By upholding these values,
we aim to create an **inclusive
and empowering workplace**
where every team member
can flourish both personally
and professionally.



**WORK-LIFE
BALANCE**



**GROWTH
MINDSET**

AUTONOMY



EMPATHY



SAFETY

KINDNESS & FUN



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INTEGRITY

Upholding the highest standards of integrity and ethical behavior is non-negotiable. We value accountability and fair play in all aspects and levels of the organization.



TRANSPARENCY

Open and honest communication is a cornerstone of our workplace culture. We value transparency in all interactions, which ensures an environment where everyone is empowered to communicate openly and honestly without fear.



DIVERSITY

We embrace diversity of all kinds and believe we are better when everyone feels included, appreciated, and respected for the differences that make each person unique.



EQUITY

We value clearly defined expectations and fairly distributed workloads at a workplace that provides equitable and fair pay, benefits, and opportunities for advancement.



WORK-LIFE BALANCE

We value a workplace that encourages each person to prioritize their well-being, allowing flexibility to manage professional responsibilities without compromising personal or family commitments, and whose policies and practices reflect this expectation.



AUTONOMY

We trust individuals to take ownership of their roles and responsibilities in independent and collaborative work. By providing the freedom to make decisions and take initiative, we enable individuals to contribute their unique talents and skills to our workforce.



GROWTH MINDSET

We embrace individual and organizational growth and value the open, flexible mindset it requires. By fostering a culture that values curiosity and adaptability, we empower our team to grow and thrive.



EMPATHY

We value awareness of others' needs and genuine efforts to understand and empathize with other people.



SAFETY

We value an environment that is physically safe and comfortable, in which we respect each other's time, space, and personal boundaries.



KINDNESS & FUN

We value kindness, positive attitudes, and fun!