



WORKING CULTURE

The working culture in MSFSE - how we behave towards each other - can be expressed in the following sentences elaborated by the staff in a process finished in September 2012.

We bring MSF forward

We have a collective responsibility for our development. We take the responsibility through promoting what is good/looking for good examples and communicate it to each other. We also are attentive to what needs to be developed and take the responsibility to suggest what, why and how, both for MSF and our relations.

- *We do not hesitate to propose improvements for MSF, in all departments, and we are open for suggestions to improvements in our own responsibilities.*

We trust each other

We depend on each other and show trust. We are all different and understand that the differences enrich our office and develop our ways of working.

- *I trust that my colleague does the job in the best way no matter how she/he chooses to do so.*
- *We support each other and help each other to find solutions. We assume that everyone is doing what's best for the job and MSF.*

We work across borders

We have an organisational structure and common objectives; this does not stop us from working across borders every day, within, beyond and between departments. We bring MSF forward and trust each other.

- *We do not think nor act according to hierarchy; we treat everyone with the same respect.*
- *We communicate and work across department borders.*