

## HAVING A LONG & SUCCESSFUL CAREER IN UW MEDICINE ADVANCEMENT

UW Medicine presents a unique opportunity to work with world-class physicians, researchers and educators who are leading the way by inspiring the next generation of medical professionals, caring for the health of our community, and discovering new treatments and cures for some of humanity's deadliest diseases. The work environment is collaborative yet competitive, inspiring yet challenging, rewarding yet daunting. Individuals who want to test themselves to work with the very best will have the opportunity to grow their careers, while making a difference in people's lives, in our community, and around the world.

UW Medicine Advancement leadership understands the difficulties of working in a fast-paced, high-profile institution and is committed to creating a balanced, supportive culture. We strive to provide the resources and environment needed for you to succeed. And we are committed to helping you develop your career and grow your professional skills with in-house trainings, mentoring programs and networking opportunities. In turn, UW Medicine expects the highest standards of performance excellence and professionalism from all employees.

We invite you to learn more about the culture and philosophy at UW Medicine Advancement. Here you will find the essential work skills and behaviors that we value most and that will help foster a lasting, progressive career at UW Medicine.

### UW Medicine's Culture and Philosophy: Attitudes, Behaviors and Skills We Value

- Placing team goals before individual goals
- Assuming the best of intentions from faculty and colleagues
- Embracing a spirit of continuous improvement
  - Focus on the highest priorities and manage time accordingly
  - Manage and improve programs independently and build ownership over time
  - Anticipate needed next steps; think through problems
  - Approach work strategically, keeping the big picture in mind
  - Address problems proactively and present potential solutions for resolution
- Learning from each other
  - Demonstrate the desire to learn new things while also meeting current position responsibilities
  - Take the time to build fluency in ALL fundraising operations
  - Be a proactive problem-solver; show resourcefulness in anticipating and addressing issues and concerns
- Demonstrating professionalism
  - Transparency: Be honest and straightforward with colleagues and donors
  - Attitude: Work with a positive and collaborative approach
  - Humility: Share credit generously; take ownership of challenges ("be generous with credit and selfish with blame")
  - Dedication: Consistently follow through; keep your word
- Maintaining high emotional intelligence
  - Build, maintain and recover relationships with internal and external constituents
  - Partner and communicate well with supervisor and peers
  - Hone self-awareness, including the ability to admit mistakes and knowing when to correct course