

DE SCHOOL  
VOOR  
TRANSITIE



# ETHICAL AND BEHAVIORAL CODE

DE SCHOOL VOOR TRANSITIE HOLDING BV  
DE SCHOOL VOOR TRANSITIE OPLEIDINGEN BV  
DE SCHOOL VOOR TRANSITIE TRAINING EN COACHING BV

## ETHICAL AND BEHAVIORAL CODE

De School voor Transitie, being De School voor Transitie Holding BV, De School voor Transitie Opleidingen BV, De School voor Transitie Training en Coaching BV, wants to be transparent in its ethics and ground principles for the behavior of its own staff and those with whom it collaborates. The core of De School voor Transitie and hence the foundations of our work, the meetings that we support and the contributions that we want to make, consist of the themes from the Transition Cycle.



## ETHICAL CODE

De School voor Transitie wants to support people who wish to shape real change. We believe that the development of staff, management and organizations occurs in relation to the bonds that exist between people. This is why De School voor Transitie strives to bring forth its essence clearly and unequivocally. We will now present our basic values, code of conduct and their concrete application.

### BASIC VALUES

- **Love** | All individuals are unique and bring value, regardless of their gender, social position, beliefs, provenance, health or sexual orientation.
- **Autonomy** | All individuals have the freedom to make their own choices and thereby shape their future, regardless of circumstances. In this process individuals have a responsibility to take their own freedom and that of others into account. .
- **Balance** | All individuals have a right to physical, emotional, mental and spiritual stability and growth.
- **Integration** | All individuals have a right to a safe environment from which they can develop.
- **Leadership** | All individuals are called to have a leadership mission and place themselves in a context from which to autonomously tap their resources and direct the course of their lives. In this way, individuals create a connected inspiration for themselves and others, shaping their deepest destiny.

## CODE OF CONDUCT

The code of conduct is based on our basic values and ethical principles. The code meets our need to know how we can behave ethically. It is a common framework that directs our behavior and helps us do the right thing. We support each other and work together in all areas.

The Code of Conduct has seven elements, which are explained below in concrete behaviors:

De gedragscode kent zeven elementen, die hierna zijn uitgewerkt in concrete gedragingen:

1. Caring
2. Daring
3. Integrity
4. Dialogue
5. Transparency
6. Pleasure
7. Confidentiality

### CARING

- We welcome others and ourselves with every contact and we deliberately say goodbye after completing each contact interaction.
- We are curious as to what is important to others and are prepared to postpone our own judgment.
- We help others grow from a secure and trusting place in ways that will bring out the best in them.

### DARING

- We innovate, experiment and take risks, inviting others to do the same.
- We recognize mistakes and the pain they cause, talk about it in order to learn from it and elaborate on it, and invite others to do the same.

### INTEGRITY

- We speak up about what we think is right and behave accordingly, even when we find it difficult.
- We expect and deliver results of the highest quality we can offer.
- We do good, even when no one is looking.

### DIALOGUE

- In every contact we are prepared to search for a greater truth than the one we know. This is why we are curious and are prepared to show our vulnerability and empathy.
- We are prepared to 'put the fish on the table'. This means that we link those issues that may be hindering a connection.
- We are prepared to engage in conflict based on the conviction that this leads to growth.
- We give and ask for active feedback that is aimed at growth.

## **TRANSPARENCY**

- We are prepared to take responsibility for the choices made based on our professionalism, whether asked to or not.
- We actively discuss our basic values and ethics.
- We take the responsibility to express our concerns with honesty and professionalism. In the process we contribute actively to giving space to every perspective.

## **PLEASURE**

- We work together and share relationships, ideas and knowledge.
- Our work is aimed at fostering an atmosphere of playfulness, relaxation and learning.

## **CONFIDENTIALITY**

- We respect all legislation and regulations in force with respect to privacy, confidentiality and personal information.
- We are capable of protecting the confidentiality of information that becomes available to us in the practice of our profession.