The UTO embraces our organization’s positive core and mission. We embody these leadership principles in our actions.

### Agile First

**We are agile in our mindset with an ongoing commitment to being nimble, willing to fail, and adaptive. We do this by:**

- Learning quickly from + embracing failure
- Being open to feedback
- Interacting with customers
- Iterating + making incremental improvements
- Being willing to experiment
- Being inclusive
- Shattering the status quo

### Resourceful + Transformational

**We are transparent, thoughtful, and thrifty with fiscal resources and university investments in information and communication technology, emphasizing service simplification and transformational change. We do this by:**

- Always providing full costs + cost estimates
- Practicing intentional frugality
- Sharing resources
- Sunsetting low value services
- Finding opportunities to simplify

### Talent Alignment

**We are unwavering in our commitment to aligning expert technical talent with the stewardship of our evolving portfolio of products and services, providing opportunities for professional growth. We do this by:**

- Building our technical prowess
- Keeping up with technology + societal trends to address skill “shortages”
- Embedding professional development
- Finding + leveraging emerging talent, regardless of existing role

### Trust in Our Teams

**We are trusting of our UTO teams and contributors who design opportunities that afford calculated risk-taking and shared responsibility. We do this by:**

- Collaborating and forming consensus around acceptable risk
- Encouraging agency + autonomy
- Identifying new projects for people to shine
- Mentoring + guiding
- Being honest when ‘no’ or ‘not now’ is the right answer

### Authentic Partnerships

**We are zealous about authentic partnerships, throughout the ASU Community and beyond, that advance ASU’s charter and mission. We do this by:**

- Catalyzing outreach efforts
- Being responsive and valuing people’s time
- Sharing our knowledge transparently
- Breaking down silos
- Including customers / stakeholders in strategy + decision-making

### Curiosity + Creativity

**We are tenaciously dedicated to encouraging curiosity and creativity through the advancement of big ideas that empower our teams. Trust the spark. We do this by:**

- Generating and activating the next big ideas
- Listening and being open
- Embracing an entrepreneurial mindset
- Scheduling time to expand our knowledge
- Demonstrating a willingness to change

### Culture of Collaboration

**We are celebratory of our intentional culture work that compounds our generative approach to multi-directional collaboration. We do this by:**

- Building upon our Positive Core foundation, together
- Celebrating our accomplishments
- Nurturing cross-functional teams
- Taking shared ownership of UTO culture