

IMAGINE Adaptation

# Team Principles



On September 14th 2023, IMAGINE adaptation had our first full team building day. During the day, we discussed what we are currently working on and reflected on our progress so far. We also brainstormed ways to improve how we collaborate and produce knowledge as a team. As an output to the session, we began working on this document: our team principles. These six principles are a summary and will serve as our guiding document for internal and external collaboration, and it is hoped they will help us to grow and improve the impact of our work.

**1. Diversity**

We aspire to be a strong team that embraces diversity. We believe that mutual respect nurtures learning, welcomes diverse skills while fostering a safe and open environment with respectful boundaries and safe communication habits.

**2. Innovation**

We aim to be an adaptive and resilient team committed to addressing climate change with creativity and passion. We combine credibility with experimentation, creating an open and playful environment where novel ways of doing are prioritised.

**3. Community**

We enhance connection through participation, collaboration, and active listening. We strive for ethical, ambitious solutions that explore transdisciplinary approaches with curiosity and rigour. To achieve this, we foster no judgment, critical thinking, and learning from each other.

**4. Growth**

As a team we value learning opportunities from mentors, peers and beyond; providing space for team and individual growth while recognising complementary skills, and accommodating for diverse personal circumstances and working conditions.

## 5. Impact

Our goal is to create impactful and just research beyond academic boundaries. We frame knowledge generation as an interactive process, learning from on-the-ground experience. Our ultimate measure of success lies in improving the quality of life and well-being of communities, and generating transferable knowledge.

## 6. Empathy

Empathy is at our core—resting on transparency, and a deep social commitment, building meaningful connections through kindness and ethical conduct. We value care, and unwavering support, motivating each other as initiators of change whilst ensuring accountability.

