



## **Our values**

## Our value journey

The process of identifying our values has been an excellent example of how when we work together, the result is so much greater than the sum of its parts. From the very beginning of this process, employees from across the organization have contributed to defining our core values in specifically organized workshops.

In a company-wide survey, everyone had the chance to give their input and thoughts. All the feedback received directly led to the selection of our values. Defined for employees by employees, the European XFEL values reflect the unique nature and work ethic of our facility:



**Collaboration**



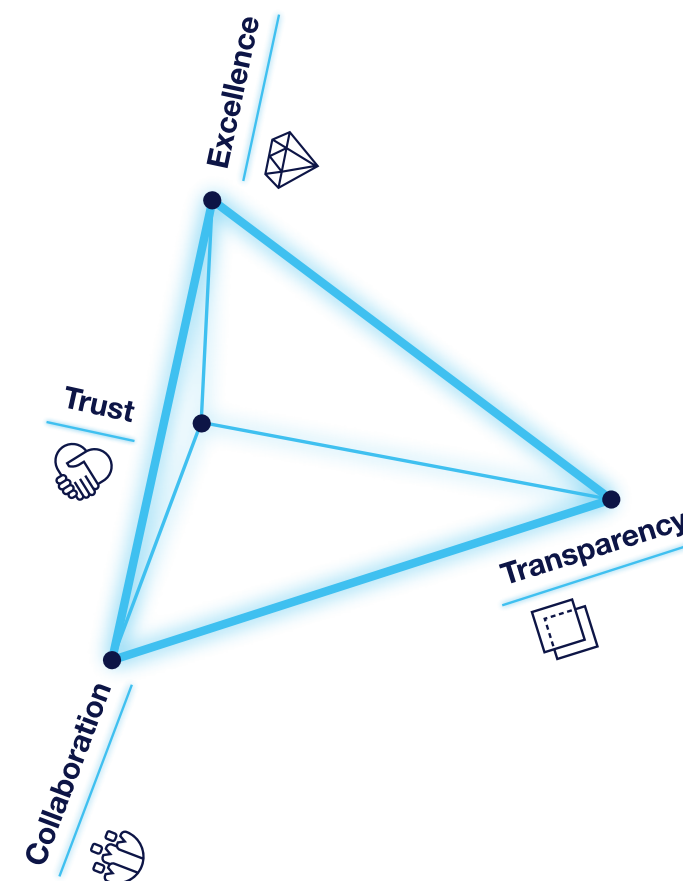
**Excellence**



**Transparency**



**Trust**



# Our values in detail

Our values define who we are and what we stand for. They are what makes us different to any other facility, and send a clear message, both internally and externally, about what is important to us as an organization; what our expectations are, and how we think and act.

## **EXCELLENCE** We aim to be excellent where it matters.

We support and encourage everyone to be the best they can.  
We strive to deliver on our mission to operate and grow a world-class science facility.

## **TRANSPARENCY** We value transparent processes and decisions.

We communicate honestly and openly and we are encouraged to speak up and present our own views.  
We have well defined processes and roles and we agree on clear, transparent decisions.

## **TRUST** We value trust-based relationships that respect the expertise and roles of our staff.

We are committed to building a trusting environment and are empowered to act with courage and integrity.  
We act with empathy, fairness, and respect and we value our diversity.

## **COLLABORATION** We collaborate at all levels.

We listen and collaborate in order to contribute to our common purpose.  
We are responsible for what we do and reflect on how we act.

## Mission

European XFEL offers ultrashort X-ray pulses of outstanding spatial coherence and spectral brilliance.

In collaboration with international user communities, especially from our shareholder countries, we perform world-class experiments for a broad range of scientific applications. By creating research opportunities, developing novel scientific methods, and pioneering beyond state-of-the-art technologies, we strengthen the competitiveness of European science.

We are a culturally diverse workforce with a collaborative spirit. Driven by our values – collaboration, excellence, transparency, trust – we place user support, research and knowledge transfer at the core of our mission.

## Vision

European XFEL provides the international scientific community a world-leading research facility for pushing forward the frontiers of scientific knowledge, opening new scientific avenues, and enable us to solve major societal challenges.

## Our values at a glance:

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**Excellence**  
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**Transparency**  
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**Trust**  
We value trust-based relationships that respect the expertise and roles of our staff.