



Leadership principles

Leadership principles at ETH Zurich

The following leadership principles are based on the ETH Zurich mission statement and mirror its values and position on employee leadership. These principles are an expression of the commitment of ETH Zurich to a cooperative, open and fair leadership culture. The principles provide direction, are binding and absolutely reliable for employees.

Leadership with awareness

As a supervisor, I assume responsibility and take decisions. I act on careful reflection and self-critically, and am conscious of my function as a role model.

Goal- and development-oriented leadership

My employees identify with their tasks and know their goals. I assume responsibility for jointly formulating these objectives. As a supervisor, I encourage employees to take personal responsibility for their actions, support them in achieving their goals and evaluate these carefully.

Open information policy

I inform people quickly, clearly and comprehensively. My openness and honesty create trust. I maintain direct and respectful dialogue even where differing views and conflicts are involved.

Active support for personal development

I know the potential of my employees, develop potential professional and personal perspectives together with them and encourage them with appropriate tasks.

Encouragement of team spirit

As a supervisor, I am part of my team. I promote cooperation in the team and integrate the diverse interests and personalities within it.

Shaping change

ETH Zurich is changing and developing as a learning organization. I actively shape these changes with my employees by incorporating and utilising potential and know-how at all levels.