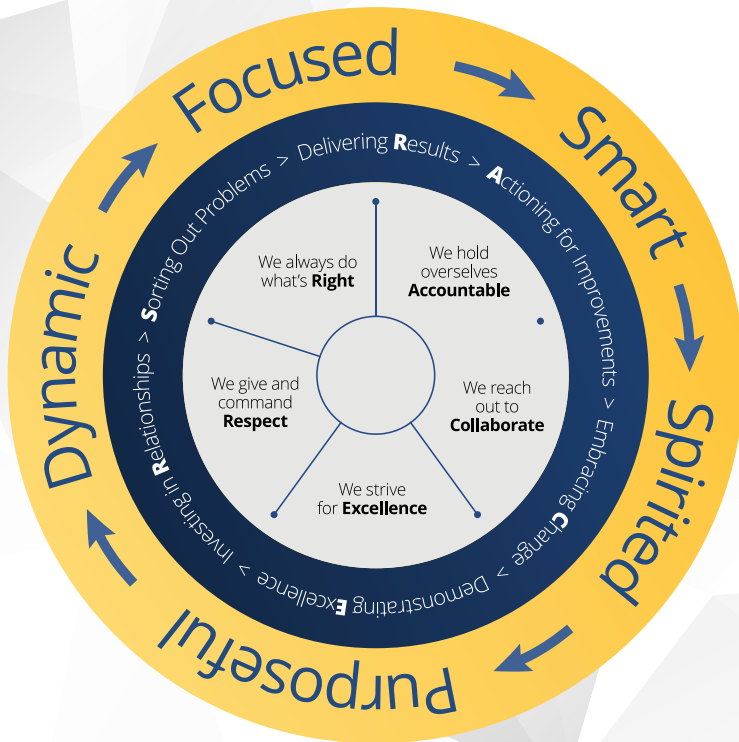





THE FIIB

Inside-Out Approach



 Our Personality

 Our Behaviour

 Our Values



How do our values define our behavior and personality

What makes us stand apart are our people - students, alumni, faculty and staff members, who through their actions make FIIB truly unique and distinctive. Together we all stand for one belief - **#neverstoplearning**, underpinned by a strong bed of shared values. These values act as our moral compass guiding us, and as a reason why we are perceived by the external world as possessing certain traits which form the crux of our personality. What connects the values to our personality are our patterns of thinking, feeling, interacting with others - the behaviors that we exhibit. Explained another way we can think of these three layers come to play if we visualize an iceberg. What's hidden under water and not visible, yet at the same time it is the foundation, is our Values, our fundamental beliefs. This is the Who We Are. These values determine our day to day actions and behaviours. This is the What We Do. What's above the water is our personality. This is the How We Come Across.

Values

Right

We always do what is right! We are honest, hard working, authentic, and supportive. We are willing to roll-up our sleeves and persevere to get the job done

Accountability

We always strive to make an impact in whatever path we choose. We act responsibly and hold ourselves accountable for achieving our goals

Collaboration

We work collaboratively, providing mutual support and genuine interest in each other's success

Excellence

We strive for excellence in everything we do. We are constantly looking ahead and face challenges with optimism

Respect

We value diversity in people, ideas and contributions, fostering an inclusive environment

Behaviours

Delivering Results

Taking personal responsibility for follow-through on all FIIB assignments within agreed deadlines.

Problem Solving

Developing creative, workable solutions to problems that improve processes and outcomes at FIIB.

Working Together

Work cooperatively with others to achieve team and FIIBs strategic goals

Taking Initiative

Show commitment to continuous learning and improvement of self, others, and FIIB

Embracing Change

Champion new ideas and initiatives for FIIBs growth with enthusiasm.

Demonstrating Excellence

Working at consistently high standards to provide best possible results for 'customers' in the FIIB community

Our Personality

Our vision is across the finish line: We are **FOCUSED**

Unbound from the blinders: We are **SMART**

We can leap beyond a single track: We are **DYNAMIC**

And sprint to bring a change: We are **PURPOSEFUL**

Challenge brings the wind in our mane: We are **SPIRITED**

We are the **FIIB Racers**



Taking personal responsibility for follow-through on all FIIB assignments within agreed deadlines.

You will deliver results if you:

- + plan and carry out projects with well-defined goals, tasks, milestones and outcomes
- + secure appropriate resources to get things done
- + establish priorities to meet deadlines
- + report periodically on the project progress in meaningful and actionable ways
- + maintain focus and persevere even in face of obstacles
- + adapt plans when changes to priorities occur

You will run into hurdles if you:

- + do not invest time to understand expectations
- + focus exclusively on individual tasks
- + lose sight of the big picture
- + delay actions unnecessarily
- + over-commit and under-deliver
- + fail to communicate gaps and delays

You can develop your competence if you:

- + hold conversations with supervisor about expectations and progress on work assigned
- + hold regular meetings to rally team and prioritize tasks/deadlines
- + manage time efficiently by scheduling daily activities and monitoring progress
- + review and reflect upon your performance

Values	Behaviour	Personality
Right	Delivering Results	Smart
Accountability	Problem Solving	Spirited
Collaboration	Working Together	Dynamic
Excellence	Taking Initiative	Purposeful
Respect	Embracing Change	
	Demonstrating Excellence	Focussed



Developing creative, workable solutions to problems that improve processes and outcomes at FIB.

You will be problem solving if you:

- + frame problems by breaking them down and identifying the human and technical perspectives
- + show insight into the root-causes of problem
- + use good ideas of others by seeking ideas and advice from the larger team
- + generate range of solutions and courses of action with associated benefits, costs, and risks
- + test proposed solutions against the reality of likely effects before going forward
- + evaluate the chosen course of action after it has been implemented to determine its worth and impacts

You will run into hurdles if you:

- + jump to solutions without fully analyzing and understanding the problem
- + do things the way they have always been done without adequate thought
- + plan solutions but not involve self in their execution
- + do not look at the problem from different perspectives
- + lose energy or interest before problems can be resolved

You can develop your competence if you:

- + attend problem solving workshop and use mind maps, decision tree frameworks
- + share ideas with others to see whether they are practicable
- + utilize data rather than instincts in decision making
- + note down ideas and suggestions that you find in practice elsewhere to improvise

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Work cooperatively with others to achieve team and FIBs strategic goals.

You will be working together if you:

- + show commitment to the team's purpose and goals
- + accept and provide feedback in a constructive and considerate way
- + share information and encourage others to do the same
- + recognize the role of conflict when appropriate and address it appropriately
- + show accountability to the team and follow through on your commitments
- + work effectively with different personalities across a variety of professional situations

You will run into hurdles if you:

- + withhold essential information that others need without prompting and questioning
- + discourage debates and brainstorming within the team
- + give priority to personal goals over team goals over institutional goals
- + do not treat all team members with the same level of dignity, respect and fairness
- + waste time and resources by calling meeting that have no clear or useful agendas
- + let problems fester and escalate requiring third party intervention
- + undervalue the contributions of team members or take credit for others' work/ideas/impact

You can develop your personal competence if you:

- + make efforts to connect with others and exchange information and ideas
- + create greater understanding about the dependencies in your responsibilities and of others
- + build professional relationships with your colleagues and team members
- + openly share information and resources for others' success
- + improve your communication skills

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Show commitment to continuous learning and improvement of self, others, and FIIB

You will be taking initiative if you:

- + show willingness to continuously learn and grow
- + identify and access learning sources and opportunities
- + provide helpful, behaviorally specific feedback to others
- + share information, advice, and suggestions to help others be more successful
- + take active interest in happenings at FIIB and participate in relevant meetings and activities
- + are open to taking relevant additional responsibilities that add value to self and organization
- + learn from your mistakes and successes to find better work methods
- + seek and accept constructive feedback from others
- + stay current with techniques and technologies in your field

You will run into hurdles if you:

- + are not being open to take up additional responsibilities or tasks
- + are focusing entirely on finishing just your tasks
- + treat challenges as obstacles and avoid them
- + fail to reflect on own performance and accountability
- + reacting defensively to constructive criticism thereby not identifying your development needs
- + are not taking appropriate action when needed
- + are not putting in due thought and care in filling up your performance review forms and those of others when asked to do so

You can develop your personal competence if you:

- + look for better ways to perform routine aspects of job or assignments
- + build a can-do attitude towards work
- + accept constructive criticism from others and providing same to other members of team
- + seek and acquire new competencies, work methods, ideas, and information that will improve own efficiency and effectiveness on the job
- + find and maximize opportunities for growth and development from multiple sources

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Champion new ideas and initiatives for FIIBs growth with enthusiasm.

You will be embracing change if you:

- + develop improved ways of doing things, including new approaches or methods
- + adapt to new technology, techniques, and platforms for efficient working
- + have an open mind about new ideas and proposals
- + hear out the views and ideas of others to identify better ways of working
- + be realistic about challenges faced by change and be willing to face them
- + be mindful of the challenges and trends facing the organization and suggest ideas for growth
- + encourage others to be the agents of change

You will run into hurdles if you:

- + complain instead of doing something about things that bother you
- + are fearful of unfamiliar ways of working
- + become rigid and stick to rules even when they're outdated
- + block change and failing to understand others' ideas of change
- + lack a clear vision and understanding of future trends

You can develop your personal competence if you:

- + identify opportunities to develop personal skills and competencies
- + create and contribute to a climate that encourages disruption and innovation
- + talk to others if you are finding it difficult to manage change
- + help others who find it difficult to cope with change
- + keep abreast of the current trends of the industry as they relate to your work

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Working at consistently high standards to provide best possible results for 'customers' in the FIBB

You will be demonstrating excellence if you:

- + understand the needs of different stakeholders that form your customer base
- + pay attention to the quality of your work and not get satisfied with anything less than 100% completion and accuracy
- + evaluate own work results for effectiveness
- + look for opportunities and seek ideas to improve your work practices and outcomes
- + anticipate customers' needs and respond appropriately before the situation requires action
- + regularly exceed established customer service standards

You will run into hurdles if you:

- + fail to set sufficiently high standards and feel satisfied with sub-par quality of work delivered
- + believe that there's no need for improvement and be unwilling to update current practices
- + frequently require supervision to complete tasks
- + seldom seek out/accept additional responsibilities in the context of the job
- + are seen by customers and team members as lacking functional knowledge and skills required to do the job
- + often misinterpret customer requests and frequently wait for customer to request status updates

You can develop your competence if you:

- + take time to think what people expect from you (especially your KPIs)
- + learn from and network with people related to your field of work
- + take up courses or attending workshops/seminars to keep your skills updated
- + bring up your development needs in performance reviews
- + develop a mindset of continuous learning

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