

Mission Statement of the Leibniz Institute for Psychology (ZPID)

As a central research-based information infrastructure for psychology, we offer tailor-made, high-quality products and services for our target groups, anticipate and meet future needs, actively respond to changes, and provide support by means of our own research.

We are committed to constructive and respectful cooperation. Our values comprise team orientation, commitment to the tasks and goals of the institute, a positive interpersonal atmosphere, mutual trust, consideration, openness, and reliability. We provide and wish for open, constructive, and appreciative feedback. Our work environment encourages creativity and supports employees' personal commitment and willingness both to learn and to develop further. Our work is characterized by professional forethought, task orientation, and diligence as well as long-term, strategy-guided thinking and action on all levels.

Our aim is to design working conditions in such a way that they contribute to the personal development, professional qualifications, and job satisfaction of all employees. Balancing work and private life, gender equality, providing equal opportunities for all, safeguarding against discrimination, and upholding health are central concerns for us.

Leadership focuses on performance goals and teams rather than on the leaders themselves: Our management personnel foster a task- and results-oriented work environment, transparently convey decision-making processes and outcomes, and communicate objectives across the organization. By providing guidance through measurable goals and delegating responsibility in a reasonable context, they facilitate independent and autonomous action in a clearly defined work spectrum.

Valid from March 31, 2019 until June 30, 2022.