The Professional Development Advisory Committee identified and articulated the following guiding principles as key to being a successful employee at the Wharton School. They are understood to be interrelated rather than discrete.

Conscientiousness/Dependability/Self-Management
Takes responsibility for own activities and actions in a way that displays an internal sense of what is right and wrong, and has the moral courage and initiative to act on that conviction in appropriate ways. Possesses the personal discipline and diligence necessary to keep commitments and to complete tasks. Is viewed as a dependable person with the personal discipline to follow tasks through to the end and is accountable for the outcomes of those tasks. Takes ownership for personal and professional actions. Makes effort to improve situations without explicit instructions; a self-starter who consciously manages his/her own time and resources.

Mission Driven/Results Oriented
Understands and commits to the core mission of the School. Possesses the ability to recognize and respond to opportunities that support the goals of the School. Makes sound decisions using good judgment after reviewing all relevant information. Generates creative approaches to addressing problems and opportunities while respecting organizational systems in place, understanding successful results are as important as the process.

Positive Attitude/Team Engagement
Works collegially with others and cooperates in both interpersonal and team relationships. Shares knowledge and values diversity of perspectives. Understands that success is frequently the sum of individual contributions and recognizes the positive contributions of others. Treats others equally and with respect. Strives to put forth a positive approach to problem solving and resolve problems constructively. Maintains individual composure, a sense of group unity and progressive project momentum in difficult or unexpected situations. Takes responsibility for proactively reaching out to other groups/departments.

Integrity/Transparency
Speaks the truth and keeps his/her word. Offers open and appropriate access to him/herself, knowledge, and work. Is willing to share with others and to work collaboratively. Describes his/her objectives clearly and encourages others to buy in by identifying a shared purpose. Makes known the processes to follow and makes them available for oversight. Stays open to criticism and offers honest appraisal. Recognizes and appreciates differing opinions.

Adaptability
Is motivated to change and adjust quickly in response to the demands of the job. Continually pursues all relevant knowledge including technical and other best practices in anticipation of future challenges. Readily recognizes the need to modify an approach to problem solving or project management based on observations and outcomes. Demonstrates the desire and ability to work in a demanding environment and learn from experience.