



### KEY CORPORATE VALUES of Turan-Astana University

- 1. Ensure ethical behavior**

We comply with laws and social norms. Respect, integrity and fair treatment are considered important and undeniable pillars of our work and a prerequisite for cooperation. We treat others the same way we want to be treated. Our employees are impartial and will never suggest or support non-compliance with legal obligations. We are against corruption in education. Ask yourself: Do you feel like you belong here? Do you like what you do?
- 2. Build open and honest relationships**

We openly express our opinions and listen to the opinions of others. We welcome non-standard ideas and approaches; we are open to everything new. We do not play political games and intrigues; we do not use our official position for selfish purposes. We believe that openness and honesty lead to better relationships because they lead to trust and faith. It is important to always act with integrity, be compassionate, friendly, loyal and have the confidence that you are doing the right thing and judging your relationships with others. Ask yourself: How many people enjoy working with you? How can you improve your relationship with them and make them more open and honest?
- 3. Maintain consistency and order**

We use a systematic approach in everything and love order in our affairs. We draw a clear line between what is possible and what is not. We pay great attention to our business processes. We know that in our business there are no trifles. We teach not to be afraid of the leader but to break the established rules. We strive to automate all our business processes, ensuring transparency in the provision of educational services. Ask yourself: Do you understand the university's mission, vision and strategy? What problems are you facing?
- 4. Welcome growth and learning**

We believe that it is important for our employees to grow both personally and professionally. It's important to constantly change, you can't settle for a job where you don't feel like you're growing or learning something. We believe that each of our employees has much higher potential than they realize. Our goal is to help this potential unfold. But this is only possible through joint efforts: to reach our potential, we must be willing to challenge ourselves and change. It's difficult. But if we don't take on difficult things, we will never grow. Therefore, the ability to learn, change and create new things is the best that anyone can do for the university. Ask yourself: Are you better today than you were yesterday?
- 5. Create a positive team spirit and family environment**

We focus on our corporate culture because we are a team, and even more so, we are a family. We look out for each other, care about each other, and are willing to do a lot for each other because we believe in each other and trust each other. We work together, but we also relax together. Our bonds extend much further than the typical employee relationship. Ask yourself: How can you promote even stronger teamwork? Are you setting an example of team spirit?
- 6. Do more with less resources**

We are focused and serious when it comes to work. We believe and understand that there is always room for improvement in everything we do. To stay ahead in a competitive environment, we need to constantly innovate and make changes to work more efficiently. Ask yourself: How can you do your job more efficiently? How can you personally help your department and the university as a whole become more effective?