

NIH PMF Core Values

LEADERSHIP



We utilize advocacy and empathy to encourage other PMFs to find success. We employ curiosity to challenge norms for innovation and progress.



DIVERSITY



We value diversity and therefore, we utilize emotional intelligence, perspective, flexibility, and innovation to ensure a community where inclusivity and collaboration go hand in hand.



SERVICE



We utilize empathy with a social conscience through a Service/Advocacy Subcommittee to support a path for interns and fellows to connect with advocacy resources and subject matter expertise throughout NIH.



PERSONAL DEVELOPMENT



We foster a culture of training and mentorship to create a workforce accepting of stepping out of their comfort zones.

We develop courageousness, flexibility and a growth mindset through challenging experiences, taking time to self-reflect and identify strengths as well as areas for improvements.



COMMUNITY



We are thoughtful in ensuring fellows can participate as best as possible while considering schedules, geographic location, and state of well-being. We use relationship building by intentionally inviting a variety of people to meetings and events to foster meaningful connections.



LEADERSHIP

Build confidence to speak up to contribute towards creating change, problem solving, or overcoming challenges.



Pass on knowledge, resources, and support to future NIH PMFs (paying it forward), as well as strengthen leadership for self and others. This requires being selfless.



Build coalitions across the agency necessary to achieve aspirational goals. Build relationships to build trust, credibility and advocacy.



Approach the PMF experience with humility, curiosity, and creativity to move the mission of the NIH and the government forward.



Challenge the status quo of workplace traditions and be open-minded to accept new ideas and new people into the government, particularly those who have been previously excluded.



Ask questions and listen to be receptive and approachable.

DIVERSITY

Be aware of diverse backgrounds, experiences, and opinions. Acknowledge and appreciate how differences can contribute to building effective teams.



Voice our unique perspectives as PMFs to advocate for equitable recruitment efforts and experiences across the various PMF position types and job series.



Engage a diverse community to provide input and offer creative solutions for leadership to make informed decisions.



Plan service and outreach opportunities to create empathy and a sense of community.

SERVICE

Build a network and database of activist and special interest groups to connect PMFs with experts and learn about concerns.



Benefit the general public through the work and programs PMFs contribute to at NIH.



Serve the NIH community by supporting the efforts and aspirations of our colleagues.

PERSONAL DEVELOPMENT

Encourage training opportunities in a variety of styles for growth outside comfort zones with a space to practice new skills.



Establish robust and detailed mentorship agreements with engaging mentors from all levels, including peers, both inside and outside existing circles.

COMMUNITY

All fellows will be able to contribute to a sense of community in the program and are encouraged to contribute feedback. No one, including remote workers, should feel left out due to environmental factors outside of their control.



Value fellows' abilities to contribute to their community. Events are inclusive and accessible to enable contributions from everyone. Strive for an end state where everyone should feel a vital sense of ownership in the community, have a sense of agency, and clearly know how to affect community decisions.