
Mission Statement from the Leibniz Institute for Psychology (ZPID)

Valid from April 1, 2024 until March 31, 2027

The Leibniz Institute for Psychology (ZPID) offers discipline-specific information services, a sustainable infrastructure, as well as engages in and promotes research in psychology with the aim of increasing its transparency, reproducibility, and accessibility—in other words, to support open science.

Featuring user-friendly **information** and a digital **infrastructure**, the ZPID's range of products and services target researchers and practitioners across all areas of psychology as well as the interested public. Although primarily intended for use in the German-speaking countries, the ZPID's infrastructure services are also available to international researchers in English. The products and services are continuously adapted to meet the changing and emerging needs. Alongside the demand-oriented development of the products and services, ensuring the sustainability and reliability of the provided infrastructure is of great importance. Digital services, developed and operated by the ZPID and based on the latest developments in computer science, information science, and data protection, are a fundamental component.

Research at the institute focuses on topics that are highly relevant to society and provide important foundations to support its infrastructure. Core themes are the exploration of processes in psychological science (psychological metascience), methodological innovations in psychology (big data in psychology), and the understanding and acceptance of science and psychological research in society (science acceptance). Internationally oriented, this research is carried out in accordance with the highest scientific standards.

As a member of the Leibniz Association in Section A – Humanities and Educational Research – the ZPID is committed to upholding the standards of the Leibniz Association.

Guidelines for Leadership and Cooperation

Leadership focuses on organizational 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.

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. The qualification of early career researchers is a key priority.

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, family, and private life, gender equality, providing equal opportunities for minorities and all age groups, upholding health, and the sustainability of our actions are central concerns for us.