



Behaviours

Empowering and enabling our staff

People First

Performing well and getting things done

Achievement

Working Together

Shared Goals

What this will look like....

- Actively listens to others opinions and ideas.
- Engages constructively in challenge and debate
- Seeks / offers opportunities to develop and learn
- Challenges inappropriate behaviours and actions.
- Treats people with respect.

- Thinks and acts with focus, know what success looks like.
- Takes ownership of problems and demonstrate optimism about the achievement of goals.
- Acknowledges achievements and gives praise and recognition when due.
- Always considers the end result of their actions.
- Makes plans considering the future.

- Considers how their actions impact on other colleagues, teams and services
- Proactively and considerately seeks to engage others in their work
- Be open, share skills and knowledge with others.
- Proactively supports others and value everyone's contributions

What this won't look like ...

- Is dismissive of others ideas, criticises and makes decisions without considering the needs of others.
- Has a negative attitude, and focuses on problems and not the solution.
- Excludes or isolates others.

- Fails to understand challenges and place blame on others.
- Avoids ownership, does not admit mistakes and does not recognise the impact of their actions on others.
- Fails to notice or give recognition of others efforts, dwells on the negatives.
- Makes unplanned haphazard decisions based on impulse.

- Fails to share relevant information and keep others updated.
- Fails to recognise or act upon opportunities and model the values.
- Fails to acknowledge or celebrate the achievement of others.
- Does not work collaboratively within the team and across the wider organisation

Our Mission: We meet the needs of our communities by empowering and enabling out people to deliver on shared goals