

CAN

DO

DO NOT

Community first and always

We are committed to serving our communities. We listen actively, and every voice is heard, respected and valued. We measure success by the wellbeing of our communities.

I genuinely consider how my work impacts the communities we serve

I am committed to working in partnership with the community, stakeholders and my colleagues

I listen actively and empathetically

I am friendly, professional and inclusive

I seek to make my work days meaningful and productive and support colleagues to do the same

I am agile in my work approach and seek input and collaboration at an early stage to ensure the best outcomes

I don't put individual or system issues above community need

I don't engage community, stakeholders or colleagues for no reason, with short timelines or in a disrespectful way

I am not unprofessional or abrupt

I am not tokenistic or disinterested

I don't waste time at work

I am not rigid or inflexible in my work

Achieving more together

We believe in the power of collaboration and teamwork. We value different strengths and perspectives. We know we can achieve more and create a lasting impact by working as one.

I believe in connecting and sharing knowledge with others

I recognise my colleagues' superpowers and respect their unique knowledge and skills

I plan my work in advance and provide adequate notice when I need help

I make myself available to my colleagues by coming in regularly to the office and setting my online status when working remotely

I celebrate diversity in all its forms

I act with honesty, professionalism and am accountable for my actions

I focus on the problem/behaviour, not the person

I make it a priority to encourage and acknowledge contributions of my colleagues

I don't act alone or in an individualistic way

I don't disrespect or discount others' backgrounds and skills

I don't waste other people's time by coming late for help or if I haven't done my homework

I don't make myself unavailable for extended periods of time

I am not judgemental or discriminate due to sexuality, gender, culture, spirituality race, disability or any other diversity/difference

I am not disrespectful, unprofessional or hide away and hope no one contacts me

I don't attack people or engage in bullying or harassment

I don't overlook the importance of recognising and supporting the contributions of my colleagues

Nurturing innovation

We thrive on challenges and explore new ideas and approaches to problem-solving. We are always learning and open to change so we can drive advancements and growth that make a difference.

I am curious and always seek better ways to do things

I keep things as simple as possible

I am a good finisher and am proud of my work

I am honest when things go wrong or if I have made a mistake

I am open to feedback, evolving my skills and learning from my mistakes

I am determined to embrace innovation and think outside the box on how we can deliver

I embrace change and look forward to the possibilities it can bring

I make decisions based on objective evidence

I don't assume I know everything or everyone

I don't make my work unnecessarily complicated or academic

I don't work around colleagues who are not delivering

I don't judge colleagues for making a mistake

I don't get defensive when provided feedback

I don't rely on the old ways of doing things

I don't resist change

I don't make decisions based on personal feelings or biases