

Behavioural Indicators (Below G11)

Value	Indicator	
Be Courageous	It means I will	When I work with others
	<ul style="list-style-type: none"> • Challenge the status quo and be ready to step up and accept a challenge • Make brave decisions to achieve success – be risk aware not risk averse • Look for ways to do things differently • Be conscious of my actions and take responsibility for the outcomes • Look for opportunities to learn and develop • Trust myself to have a go – change starts with me • Learn from failure, accept and act on constructive feedback 	<ul style="list-style-type: none"> • Give and earn trust • Challenge others and be open to challenge back • Stop and review. Have the courage to speak up when it's not working, seek out solutions to achieve success
Do it Together	It means I will	When I work with others
	<ul style="list-style-type: none"> • Actively seek the views of others and share knowledge • Break down silos • Think 'Us' not I • Build effective relationships across the organisation • Treat everyone with respect and value diversity • Involve all stakeholders. Think through the issues and impact, engaging with all those effected or impacted • Put myself in others shoes • Communicate honestly 	<ul style="list-style-type: none"> • Tackle problems together • Praise the work of others, acknowledge contributions • Value the views of others – my colleagues and my customers • Show I care • Celebrate success • Establish clear roles and responsibilities
Make it Happen	It means I will	When I work with others
	<ul style="list-style-type: none"> • Be positive • See things through • Be agile and quick to act • Act with confidence • Take initiative, be proactive and less reactive • Be outcomes focused • Stop when it's not working • Know what to do and have the conviction to do it 	<ul style="list-style-type: none"> • Take responsibility – don't pass the buck • Be clear about expectations • Agree clear outcomes • Have a common purpose • Support others enthusiasm