

## Behavioural Indicators (G11 and above)

Value	Indicator	
<b>Be Courageous</b>	<b>As a leader I</b>	
	<ul style="list-style-type: none"> <li>• Encourage freedom within a framework</li> <li>• Provide the framework and guidance for others to perform</li> <li>• Set clear expectations and outcomes</li> <li>• Take ownership and work to prevent a blame culture</li> <li>• Am ambitious about what's possible, inspiring others to 'Think Big'</li> </ul>	<ul style="list-style-type: none"> <li>• Have high expectations of others</li> <li>• Hold others to account</li> <li>• Review performance regularly</li> <li>• Am authentic</li> <li>• Deliver on my promises</li> <li>• Build on experience and adapt. Plan, review, do.</li> </ul>
<b>Do it Together</b>	<b>As a leader I</b>	
	<ul style="list-style-type: none"> <li>• Am visible, I have a presence with my team and across the organisation</li> <li>• Drive collaboration with others who share the same outcome</li> <li>• Actively seek the views of the customer</li> <li>• Listen to others opinions to inform decision making</li> <li>• Engage, not just communicate</li> <li>• Move from 'them' and 'they' to 'us' and 'we'</li> </ul>	<ul style="list-style-type: none"> <li>• Listen and ask, don't tell</li> <li>• Involve members</li> <li>• Adapt my style to support people to deliver results</li> <li>• Create a coaching environment, mentoring and developing others</li> <li>• Openly share my knowledge and experience</li> </ul>
<b>Make it Happen</b>	<b>As a leader I</b>	
	<ul style="list-style-type: none"> <li>• Give responsibilities to others, let go of control</li> <li>• Remove barriers. Enable others to be more effective</li> <li>• Am decisive</li> <li>• Trust staff to work on the basis of results not tasks</li> </ul>	<ul style="list-style-type: none"> <li>• Make the process for change faster and more dynamic</li> <li>• Articulate clearly what success looks like</li> <li>• Celebrate and encourage innovation</li> <li>• Set and review priorities</li> </ul>