

## Behavioural Indicators (Below G11)

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