

Behavioural Indicators (G11 and above)

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