

Organisational Values	Core Behaviours	Primary Strength Themes that drive behaviour	Supporting Strength Themes that deepens behaviour
<p><b>Trust: I treat others with respect and trust them to do their best for the organisation.</b></p>	<p><b>Respect:</b> I demonstrate respect for the thinking and intentions of others, providing and asking for feedback.</p>	<p><b>Relationship Building</b> - creating trust, belonging, and psychological safety.  <b>Influencing</b> - communicating with clarity and honesty.</p>	<p><b>Executing</b> - showing respect through reliability, consistency, and commitment.  <b>Strategic Thinking</b> – understanding patterns of behaviours and embracing learning.</p>
	<p><b>Strengths:</b> I play to my strengths and encourage others to do so, to deliver excellence</p>	<p><b>Strategic Thinking</b> - understanding patterns of behaviour.  <b>Relationship Building</b> - forming and maintaining cohesive relationships.</p>	<p><b>Influencing</b> - helping others see their potential and shaping culture.  <b>Executing</b> - enabling colleagues get things done with reliability ensuring better outcomes.</p>
<p><b>Community: I belong to something bigger; I am accountable for my contribution across the organisation.</b></p>	<p><b>Wellbeing:</b> I take responsibility for my wellbeing and contribute to the wellbeing of others</p>	<p><b>Relationship Building</b> - creating an environment where people can flourish.  <b>Influencing</b> - modelling behaviours through visibility.</p>	<p><b>Executing</b> -building habits, rhythms and systems that protect and enhance performance.  <b>Strategic Thinking</b> – guiding colleagues toward wise and informed practices.</p>
	<p><b>Accountability:</b> I am accountable for my contribution and jointly responsible for my team’s performance.</p>	<p><b>Executing</b> - delivering on commitments.  <b>Relationship Building</b> – connecting colleagues and cultivating belonging.</p>	<p><b>Strategic Thinking</b> - having a clear vision, setting expectations, and modelling behaviours.  <b>Influencing</b> – shaping opinion and inspiring action.</p>
<p><b>Authenticity: I am honest, clear, and kind in all my interactions and communication with others.</b></p>	<p><b>Clear &amp; Kind Communication:</b> I am responsible for my communication and the impact I have.</p>	<p><b>Influencing</b> - communicating with clarity and honesty.  <b>Relationship Building</b> - ensuring communication strengthens relationships and culture.</p>	<p><b>Strategic Thinking</b> – exploring with colleagues make sense of complexity.  <b>Executing</b> – showing consistency and follow up to support delivery.</p>
	<p><b>Positive Voice:</b> I use my voice positively to share ideas, thoughts, and concerns, contributing to transparency in my team and wider relationships.</p>	<p><b>Influencing</b> – energising, inspiring and making things seen and heard.  <b>Strategic Thinking</b> – anticipate the future and generate insight.</p>	<p><b>Relationship Building</b> - using positivity to strengthen bonds and create psychological safety.  <b>Executing</b> – drive momentum and ensure commitments lead to better outcomes.</p>