

# Commitment to Values:

Living by example, we encourage all, support and promote our values -  
**guiding what we do and the way we work.**



Values			Examples
<b>U</b> upfront	Open and honest dealings	We value the direct sharing of information which affects us and others and the work we do	<ul style="list-style-type: none"> <li>We are respectful and honest in our dealings with all staff and the community.</li> <li>We own all of our actions, behaviours, achievements and mistakes - they are our choice.</li> <li>We raise issues, even when it may be difficult to do so, asking for help and offering it when we can.</li> <li>We address all problems and issues as they arise; speak professionally to the issue and/or the behaviours involved.</li> </ul>
<b>M</b> motivated	Supportive and friendly work environment	We value approachable people who believe in our abilities and aspirations	<ul style="list-style-type: none"> <li>We contribute to a positive environment in which everyone can be the best they can be.</li> <li>We look for the fun in what we do and recognise how this can unlock creativity and untapped resources.</li> <li>We learn what motivates us and others.</li> <li>We find out what drives and energises us to be persistent in achieving our goals.</li> </ul>
<b>G</b> growing	Professional skill Development	We value the ability to achieve our best through self-development and shared learning	<ul style="list-style-type: none"> <li>We are flexible and adaptable to change.</li> <li>We reflect and act on our own development.</li> <li>We stretch ourselves to set goals in the pursuit of excellence.</li> <li>We look for opportunities to guide and coach people.</li> </ul>
<b>A</b> achieving	Deliver reliable results	We value a good work ethic, taking responsibility for, and being competent in, our work	<ul style="list-style-type: none"> <li>We commit to our organisation's mission and values, going above and beyond owning all outcomes.</li> <li>We look for positive solutions to overcome barriers and share them with others so that we all achieve together.</li> <li>We focus on our customers (internal and external) and exceed their expectations.</li> <li>We always look for better ways of doing things and share them with our teams.</li> </ul>
<b>W</b> winning	Fair treatment for all	We value decision-making which respects the needs and aspirations of all people	<ul style="list-style-type: none"> <li>We engage and collaborate with people effectively so that we achieve the best and most sustainable results.</li> <li>We seek to understand the needs of our customers, our colleagues and Council in undertaking our roles.</li> <li>We understand that 'how' we achieve is as important as what we achieve.</li> <li>We actively pursue and provide productive feedback to ensure we improve continuously.</li> <li>We work together, adapting our roles and practices when required, so that we cross the finish line together.</li> </ul>
<b>I</b> important	Respect individuality	We value the people we work with and respect their opinions as we serve our diverse community	<ul style="list-style-type: none"> <li>We accept and respect the unique qualities of the people with whom we work, Council and the community.</li> <li>We act on the belief that all people and roles in Council are important, bringing the knowledge and skills needed for all of us to succeed.</li> <li>We celebrate all contributions and successes.</li> <li>We actively build positive relationships by being on time for, and engaged in, all of our interactions.</li> <li>We always acknowledge and speak positively about others.</li> </ul>