

VALUES	BEHAVIOURS	LOVE TO SEE	EXPECT TO SEE	DON'T WANT TO SEE
<b>HUMILITY</b> I listen actively, I admit mistakes, I praise others	Modest	Open about limitations and proactively seeks development opportunities	Acknowledges own limitations	Arrogant with a know-it-all attitude
	Learn & Adapt	Willingness to learn from others, regardless of experience, age etc. A desire to develop new knowledge, skills and behaviours to support with adjusting approaches to best suit the environment.	Willingness to self-reflect and learn from others	Inability to reflect or learn from others or past experience, and adapt accordingly
	Value other perspectives	Asks others for ideas and input, listens actively, takes time to understand differing viewpoints and consider these when making decisions	Listens to others & understands that there are differing viewpoints	Interrupting/Fixed view point, and not listening to others' opinions. Thinking that you know best, and that your opinion is the only one that matters
	Respectful	Proactively defers to experts & follows their lead, acknowledging that they have the expertise.	Seeks advice from experts when required and accepts advice.	Dismissive/talking over people. Disagreeing with everyone. Gossips or does not maintain confidentiality
	Acknowledge limitations & mistakes	Actively admits mistakes, apologises effectively & proactively takes steps to make it right. Learns from mistakes	Acknowledges mistakes & apologises	Blames others or ignores/hides the mistake
	Ethical/Moral Code	Expresses genuine appreciation for people, their contribution and their successes, and promotes this	Acknowledges people and their contribution	Takes credit for others' successes
<b>ENGAGEMENT</b> I care, I connect, I contribute, I congratulate	Culture	Is fully embedded in the school culture, constantly aware that what they say and do effects other people. Talks about the school in a positive and professional manner, both internally and externally	Is kind, calm and patient, putting people at ease	Passes on their negativity/stress. Is critical of other teams in front of others
	Communication	Seeks ways to enhance understanding of or information being communicated to meet everyone's needs, and encourages feedback. Is clear, direct but thoughtful in what they say and considerate of body language and tone.	Keeps people informed and gives clear explanations in ways people can understand. Asks questions if they are aren't clear.	Doesn't give people the information they need. Uses jargon inappropriately. Doesn't take feedback
	Teamwork	Encourages others to contribute and demonstrates better ways of working within and across whole-school teams. Works across departments/functions to share knowledge	Works as part of a team. Cooperates and communicates with colleagues. Values other people's views	Excludes others and works in isolation. Does not seek other views or input
	Values & Recognises	Proactively recognises people's contribution to the whole school, encourages colleagues to recognise each other's efforts, values everyone's contribution, and proactively provides feedback	Recognises people's contribution to the team. Gives general praise. Provides some feedback	Doesn't recognise contribution or celebrate achievements. Indifferent. Offers no feedback
	Inclusion	Creates an environment where colleagues can be their authentic selves, and able to participate fully in the workplace. Recognises that differences are strengths. Challenges discriminatory or offensive behaviour or attitudes	Treats colleagues with dignity and fairness, creating a space for everyone to thrive	Actively excludes certain groups/colleagues. Does not provide the same opportunities to all. Microaggression. Harassment & Bullying. Inaccessible spaces and opportunities
<b>KINDNESS</b> I act with kindness, I am respectful, I understand, I listen, I appreciate	Welcoming	Goes out of their way to make people feel welcome	Is polite, friendly, makes eye contact, smiles where appropriate, and introduces themselves	Ignores or avoids people. Is rude or abrupt - appears unapproachable/moody
	Respectful	Applies a broader understanding of the diverse needs of colleagues	Treats everyone as an equal and valued individual	Ignores people's feelings or pain. Makes people feel belittled, worthless, judged or bullied
	Empathetic	Fosters a culture of open communication and trust, being present, supportive, and understanding of others' feelings	Genuine and transparent communication, listening without judgement, takes other people's feelings into account	Inability and/or refusal to understand, acknowledge or share the feelings of others
	Helpful	Anticipates the needs of others, and goes the extra mile to provide practical assistance	Is attentive and compassionate, and helps others	Walks on by - makes people feel like a burden e.g. "it's not my job/problem..." Offers no support or advice
	Listen	Makes time to listen to people even when busy	Listens to people in an attentive and responsive manner	Disinterested, dismissive or talks over people
	Appreciate	Goes out of their way to make people feel valued	Encourages people's efforts. Notices when people live up to our values, says thank you	Doesn't notice or appreciate people's efforts