

IN THE WORKPLACE ORGANISATIONAL VALUES SUPPORT THE CULTURE OF OUR ORGANISATION. THEY ARE THE 'GLUE' THAT BRINGS US ALL TOGETHER IN ACHIEVING OUR CORPORATE GOALS.

COURAGEOUS

'What will I do to make a difference today?'

- Refuse complacency and mediocrity
- Be prepared to make tough decisions and take calculated risks
- Pursue goals and targets fearlessly

I will

- Step outside my comfort zone and take on new or challenging tasks, projects or responsibilities
- Show strength during personal or professional difficulties
- Address poor performance, inappropriate behaviour and other issues directly and constructively
- Actively contribute to a culture where it is acceptable to ask bold questions, challenge others and discuss differences of opinion
- Stand up for myself and help others to do the same

INSPIRATIONAL

'What will I be remembered for?'

- Be a catalyst for success
- Make a difference
- Be a person who inspires others

I will

- Show leadership qualities regardless of my role or level
- Be authentic in my words and actions and an example of the changes I want to see
- Tell stories and share history to create awareness and understanding of what makes our organisation and its people unique and interesting
- Be responsible for seeking ways to be inspired through my work, experiences and interactions with others
- Always remember that we are here to add value in our community, which is inspirational in itself

CURIOUS

'Why?'

- Be curious about ideas
- Think innovatively and imaginatively
- Challenge existing practices
- Know the organisation and your colleagues

I will

- Find out what people in other teams and departments do and think about whether they can participate in my own work
- Brainstorm novel solutions and generate practical and creative ideas for improving processes and procedures
- View learning as a lifelong process; there is always more to know and experience
- Analyse problems deeply and strive to get to the core of issues
- Research and analyse best practices in our lines of work and look at what other organisations, councils and industries are doing

POSITIVE

'What can be done?'

- Embrace change
- Grasp opportunity
- Look for ways to say 'yes'
- Make positive self and organisational changes

I will

- Have a 'can-do' attitude, focus on solutions and look for the 'silver lining'
- Look for the benefits in change and work patiently through its challenges
- Be enthusiastic, energetic, optimistic and smile, laugh and try to create some fun in the workplace
- Celebrate individual and organisational achievements, whether they are small or large
- Act as an ambassador for the City of Onkaparinga, promoting its successes to external stakeholders

CONNECTED

'Who do I need to know?'

- Collaborate with others to open up new possibilities
- Open up silos
- Build strong relationships
- Communicate with others

I will

- Actively seek to form new connections and foster existing relationships with people within my team and in other teams, departments and locations
- Communicate less through emails and more through face-to-face interaction
- Build relationships with our community and customers by finding out their needs and encouraging their contributions
- Organise and participate in corporate and social events, committees, forums and other activities
- Participate in projects with other councils, organisations or community groups

ACCOUNTABLE

'What impact will I have?'

- Seek and accept responsibility for decisions and actions
- Think about who and what will be affected by your actions and behaviour
- Contribute to the success of the organisation

I will

- Behave fairly and respectfully towards others, regardless of their role, experience or background
- Be transparent and objective in my decision making and in accounting for my work contributions
- Accept responsibility for both the positive and negative outcomes of my work and behaviour; learn from mistakes and help others to do the same
- Think about the bigger picture and how my words, actions and behaviour might affect my colleagues, the community and other stakeholders
- Provide and receive feedback constructively